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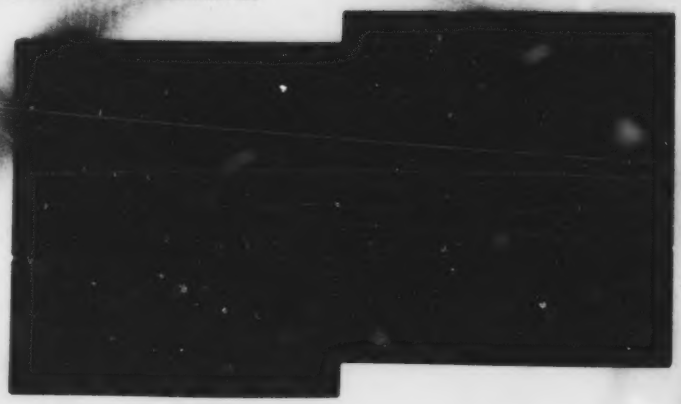
LE CRSH ET LA RECHERCHE EN SCIENCES HUMAINES

SSHRC AND RESEARCH IN THE SOCIAL SCIENCES AND HUMANITIES



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The *Women and Change* Strategic Theme

An Evaluation of the Program

1993-99

Final Report

Joanne Burgess

September 2000

TABLE OF CONTENTS

LIST OF TABLES.....v

LIST OF APPENDICES.....viii

PREFACE.....ix

INTRODUCTION.....1

Chapter One: Evaluating Women and Change.....2

1.1 Mandate of the Evaluation.....2

1.2 Research Design and Sources.....3

1.3 Structure of the Report.....10

Chapter Two: The Historical Background to Women and Change.....12

2.1 From Women and Work to Women and Change.....12

2.2Women and Change in an Evolving Strategic Environment.....14

2.3 Specific Program Objectives and their Evolution since 1993.....16

PART ONE: WOMEN AND CHANGE: TAKING STOCK.....19

Chapter Three: An Overview of the Women and Change Program.....20

3.1 Program Demand, Types of Funding, Success Rates and Levels of Funding.....20

3.2 Characteristics of Applicants.....25

3.3 Characteristics of Research Teams.....32

3.4 Characteristics of Partners.....38

3.5 Characteristics of Research.....40

3.6 Summary.....49

Chapter Four: Women and Change: Advancement of Knowledge.....52

4.1 Objectives of the Program.....52

4.1.1 Understanding Change, Understanding Women's Experience.....52

4.1.2 Responding to Research Gaps.....54

4.2 Research Themes: Patterns and their Evolution.....55

4.2.1 Women and Work: an Unfinished Agenda.....55

4.2.2 Other Major Research Issues Addressed by Women and Change.....62

4.3 Studying Change Itself.....67

4.4 Achieving a Critical Mass?.....70

4.4.1 Contributions to Knowledge.....71

4.4.2 Training New Scholars and Consolidating Existing Scholarship.....73

4.5 Summary.....76

Chapter Five: Women and Change: Partnerships and Issues of Policy Relevance.....80

5.1 Partnerships.....80

5.1.1 Partnership Development.....80

5.1.2 Applications with Partners.....82

5.1.3 The Role of Partners and the Quality of the Partner-Researcher Relationship.....86

5.2 Policy Relevance.....92

5.2.1 Research Issues and Public Policy Concerns.....92

5.2.2 Communicating the Results of the Research.....93

5.2.3 The Practical Impact of the Research.....97

5.3 Summary.....98

PART TWO: WOMEN AND CHANGE: A COMPARATIVE PERSPECTIVE.....100

Chapter Six: Support for Research About Women in Other Programs.....101

6.1 Research about Women and Feminist Research in the Standard Research Grants Program.....101

6.1.1 An Overview, 1993-1999.....102

6.1.2 "Mainstream" Research about Women: its Characteristics.....109

6.1.3 Research about Women, 1997-1999: a Detailed Comparative Analysis.....114

6.2 Policy Research: Status of Women Canada, Independent Policy Research Fund.....120

6.2.1 Historical Context: from the Canadian Advisory Council on the Status of Women to the Independent Policy Research Fund of Status of Women Canada.....120

6.2.2 The Independent Policy Research Fund.....122

6.2.3 Successful Applicants: Researchers, Research Teams and Research Models.....124

6.2.4 The Characteristics of the Research: a Comparison with Women and Change.....125

6.3 Research about Women and Feminist Perspectives in Other Strategic Themes Programs.....129

6.3.1 Other Strategic Themes Programs: Past Experience.....129

6.3.2 Research about Women in the New Strategic Themes Programs and in the CURAs.....132

6.4 Summary.....142

LIST OF TABLES

Table 3.1.1 *Number of Requests and Awards, Amounts Requested and Awarded, and Success Rates, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.1.2 *Number of Requests and Awards, by Type of Support, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.1.3 *Requests, Awards and Success Rates, by Type of Support, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.2.1 *Distribution of Successful Candidates and Principal Investigators by Gender, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.2.2 *Disciplines of Successful Principal Investigators, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.2.3 *Number of Requests and Awards, and Success Rates, by Region of Principal Investigator, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.3.1 *Number of Requests and Awards, and Success Rates, by Team Size, Women and Change, 1993-1994 to 1999-2000.*

Table 3.3.2 *Institutional Characteristics of Successful Research Teams, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.3.3 *Disciplinary Characteristics of Successful Research Teams, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.4.1 *Requests and Awards by Type of Partner and Contribution, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.5.1 *Leading Research Disciplines, According to the Primary and Secondary Research Disciplines of the Project, Requests and Awards, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.5.2 *Chronological Evolution of Numbers of Requests and Awards, For Leading Research Areas, by Year, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.5.3 *Chronological Evolution of Numbers of Requests and Awards, for Leading Research Areas, by Time Period, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

CONCLUSION.....146

7.1 Summary of Findings.....147

7.1.1 Overview of the Program.....147

7.1.2 Assessing Women and Change.....149

7.1.3 Comparing Women and Change to other Programs.....155

7.2 Recommendations.....157

APPENDICES.....162

LIST OF TABLES

Table 3.1.1 *Number of Requests and Awards, Amounts Requested and Awarded, and Success Rates, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.1.2 *Number of Requests and Awards, by Type of Support, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.1.3 *Requests, Awards and Success Rates, by Type of Support, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.2.1 *Distribution of Successful Candidates and Principal Investigators by Gender, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.2.2 *Disciplines of Successful Principal Investigators, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.2.3 *Number of Requests and Awards, and Success Rates, by Region of Principal Investigator, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.3.1 *Number of Requests and Awards, and Success Rates, by Team Size, Women and Change, 1993-1994 to 1999-2000.*

Table 3.3.2 *Institutional Characteristics of Successful Research Teams, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.3.3 *Disciplinary Characteristics of Successful Research Teams, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.4.1 *Requests and Awards by Type of Partner and Contribution, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.5.1 *Leading Research Disciplines, According to the Primary and Secondary Research Disciplines of the Project, Requests and Awards, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.5.2 *Chronological Evolution of Numbers of Requests and Awards, For Leading Research Areas, by Year, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 3.5.3 *Chronological Evolution of Numbers of Requests and Awards, for Leading Research Areas, by Time Period, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 4.1 *A Comparison of Major Research Themes of Funded Projects, Women and Work, 1987-1991, and Women and Change, 1993-1999.*

Table 4.2 *Funded Projects Whose Major Research Themes Contribute to an Understanding of the Marginalization of Women, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 4.3 *Residual Funded Research Projects by Major Research Theme, Women and Change Strategic Theme, 1993-1994 to 1999-2000.*

Table 5.1 *Characteristics of Partnerships, Women and Change Strategic Theme, 1995-1996 and 1996-1997.*

Table 5.2 *The Dissemination of Research Results, Women and Change Strategic Theme, 1995-1996 and 1996-1997.*

Table 6.1 *Research about Women in the Standard Research Grants Program, by Number of Requests and Awards, 1993-1994 to 1999-2000.*

Table 6.2 *SSHRC Standard Research Grant Awards to Projects which Focus on Women, by Year (selected Years between 1983 and 1999)*

Table 6.3 *Research about Women in the Standard Research Grants Program, Requests, Awards and Success Rates by Committee, 1993-1994 to 1999-2000*

Table 6.4 *SSHRC Standard Research Grants, Projects which Focus on Women, by Team Size, 1993-1994 to 1999-2000*

Table 6.5 *SSHRC Standard Research Grants, Projects which Focus on Women, Chronological Evolution of Number of Requests and Awards, for Leading Research Areas, by Time Period, 1993-1994 to 1999-2000*

Table 6.6 *Comparative Thematic Distribution of Selected Funded Proposals, Standard Research Grants Program and Women and Change, 1997-1998 to 1999-2000*

Table 6.7 *Major Research Themes, Standard Research Grants and Women and Change, 1997-1998 to 1999-2000*

Table 6.8 *Status of Women Canada, Research Directorate, Independent Policy Research Fund, Calls for Proposals, 1996 to 1999*

Table 6.9 *Status of Women Canada, Independent Policy Research Fund, Number of Projects and Characteristics of Research Teams, 1996 to 1999.*

Table 6.10 *Research about Women in the Strategic Themes Programs, by number of Requests and Awards, 1993-1994 to 1999-2000.*

Table 6.11 *Research about Women in the New Strategic Themes and the CURAs, requests and Awards, 1999 competition.*

Table 6.12 *Research about Women in the New Strategic Themes and the CURAs, by Team Size, 1999 competition.*

Table 6.13 *Research about Women in the New Strategic Themes and the CURAs, by Number of Partners, 1999 competition.*

LIST OF APPENDICES

Appendix A Description of the Strategic Theme Program *Women and Change*

Appendix B *Women and Change*: Successful Applicants, 1993-1994 to 1999-2000.

Appendix C *Women and Change*: Successful Applicants, Awards made after the 1999 competition.

Appendix D SSHRC Historical Comparison, Research on Women

Appendix E Women and Change. Distribution of Requests for Funding and Awards, by Research Area, 1993-1994 to 1999-2000.

Appendix F Survey of Partners. Questionnaire.

Appendix G Standard Research Grants Program. Research applications and awards by adjudication committee, 1993-1994 to 1999-2000.

Appendix H Standard Research Grants Program: A sample of projects funded, 1997-1998 to 1999-2000.

Appendix I Independent Policy Research Fund: Funded Projects, 1996 to 1999.

PREFACE

The Strategic Theme *Women and Change* was created by the Social Sciences and Humanities and Research Council in 1992. The first awards were made in 1993, with further competitions taking place from 1994 to 2000. This evaluation considers only the first seven years of *Women and Change*, from 1993-1994 through 1999-2000; its objectives, methodology and sources were defined, and all of the data was collected, prior to the eighth and final competition held in February 2000.

In the summer of 1998, the Social Sciences and Humanities Research Council established an Ad hoc Committee on Strategic Themes and Joint Initiatives whose mandate was to define the objectives, field descriptions and funding mechanisms of two new Strategic Theme Programs. The creation of *Social Cohesion* and *Challenges and Opportunities of a Knowledge-based Economy* coincided with SSHRC's decision to modify or retire other themes which had exceeded the normal life-span set out in the guidelines of 1989. The Ad hoc committee also briefly considered the situation of another Strategic Theme, *Women and Change*, which had just completed its seventh competition.

A few months later, in the fall of 1998, SSHRC Council appointed a Standing Committee on Strategic Themes and Joint Initiatives. This committee received the mandate to carry out an evaluation of the *Women and Change* Program. The evaluation was intended to examine the characteristics of research funded by the program, to assess its achievements and to make recommendations regarding the future of the program. As a member of this Standing Committee, I was asked to prepare a proposal for the evaluation of *Women and Change*. This proposal was approved by the Standing Committee in April 1999. At the same time, a small working group composed of the Chair of the Standing Committee, members of SSHRC staff and Julie Dompierre of Status of Women Canada, was created to provide guidance during the evaluation process.

The evaluation proper began in June 1999, with the hiring of Sylvie Renaud to assist in the collection and analysis of data. Ms. Renaud provided invaluable support during the summer and early

fall of 1999; in subsequent months, she continued to provide assistance as needed. This evaluation also benefited from the technical support of members of the evaluation branch of SSHRC; their mastery of the intricacies of the SSHRC Database facilitated the quantitative aspects of the evaluation. My thanks to Francine Laprise-Lamontagne and to Robert Lalande. Many other members of SSHRC staff responded to my endless questions about programs, issues and procedures; I am particularly grateful for the assistance provided by Lesley Strutt, Denis Croux, France Landriault and Yves Mougeot.

Preliminary analysis and various drafts of this Report were shared with my colleagues of the Standing Committee on Strategic Themes and Joint Initiatives during the fall of 1999 as well as the winter and spring of 2000. Their insightful comments and questions substantially improved this document. The opinions and recommendations expressed are, however, my own.

Any undertaking of this magnitude, when added to the normal demands of academic life, increases the burden on family life. I owe therefore a great debt of gratitude to my family for their patience and understanding during the past year.

Joanne Burgess
Ottawa
September 2000

INTRODUCTION

Chapter One

Evaluating Women and Change

1.1 Mandate of the Evaluation

The review of the *Women and Change* program was conceived as a "strategic" rather than "comprehensive" evaluation, intended to provide performance indicators and to guide future policy with respect to this strategic theme. Five specific objectives were formulated:

- Analyse the characteristics of the research and the researchers funded under the program since its inception.

- Assess the degree to which research funded under the *Women and Change* Program has met the stated program objectives.

- Identify whether the characteristics of the research funded and the types of outcomes achieved under *Women and Change* are specific to this program or whether they can also be found in feminist research or in research dealing with women/gender issues supported by other programs (whether regular programs or other strategic themes or joint initiatives).

- Provide results which will enable some comparisons between this evaluation, other evaluations of Strategic Themes, and the evaluation of the *Women and Work* Program.

- Consider options for the future of the Program

1.2 Research Design and Sources

The goals of this study of *Women and Change* are both descriptive and evaluative. In analytical terms, the evaluation of Women and Change was designed to provide answers to three sets of questions: what were the characteristics of research proposals funded by the program, what was the impact of this research, and finally, how did research supported by this Strategic Theme compare to feminist research and research about women's issues which were supported during the same period by other SSHRC programs and, to a more limited extent, by other government agencies. Each of these separate lines of enquiry suggested a range of specific questions and required particular methodologies and sources.

In examining the successful applications, the evaluation focused on the characteristics of principal investigators and their research teams, the institutions to which they were affiliated and the identity of their partners, in addition to studying the contents of the research proposals themselves. The scholarly themes and policy-related issues at the core of the research activities were carefully analysed, as were the methodological and theoretical dimensions of the projects. The assessment of the impact of the research involved three related lines of enquiry: first, its contribution to scholarship; second, its value to partner organizations; and third, its usefulness to policymaker and public officials. Finally, the evaluation contained an explicit comparative dimension. The research supported by *Women and Change* was systematically compared to that of its predecessor program, *Women and Work*, and to other Strategic Programs of its generation, as well as to the results of the first competitions held under the Strategic Themes introduced in 1998. *Women and Change* was also compared to feminist scholarship and research about women funded under the new CURA program, introduced in 1999. The attempt to gauge the specificity of *Women and Change*, in its thematic contents and its research models, also called for comparisons with SSHRC's Standard Grants Program. Finally, a limited comparison with other policy-relevant feminist research was attempted, using the Independent Policy Research Fund of Status of Women Canada as a benchmark.

To meet its objectives, the evaluation draws upon the research methods of history and of the

social sciences to explore and analyse the materials described below.

SSHRC Archives

Administrative files, published material and database

In order to document the changing institutional framework within which *Women and Change* evolved, the administrative files of the program were examined. Unfortunately, these provided only limited information on the work of the various adjudication committees. Moreover, they did not offer much insight into the administration of the program since its inception. They did however contain essential information on the objectives of the program and the minor alterations which occurred during its lifetime. Administrative files relating to other strategic programs and joint initiatives were also examined for comparative and contextual purposes.

It was far easier to find material, often in published form, describing the process from which *Women and Change* emerged and the evolution of strategic programs generally since the late 1980s. Of particular interest in this regard were:

- *Women and Work: Feminist Research in Progress (1992)*
- *Report of the Second Task Force on Priorities (1989)*
- *Strategic Grants Programs Review. Final Report (1996)*

SSHRC Evaluation staff made available to the evaluation a range of regularly-generated statistical material, drawn from the SSHRC Database. These included information on the success and failure rates across programs over time, as well as the particular rates for proposals relating to women's issues. In addition, a number of specific compilations were prepared in order to provide the basic quantitative data required for a statistical profile of the research and research teams supported by the program between 1993 and 1999. Thus information was compiled on the numbers of applications received and funded, the financial support requested and granted, as well as the gender

of principal investigators and of members of research teams. Successful and unsuccessful applicants were also compared according to their respective disciplines and institutional affiliation; the size, composition and characteristics of research teams were also examined. Information drawn from the SSHRC Database was also used to establish a preliminary profile of the types of research funded by *Women and Change*, drawing on the information provided by the researchers with respect to the themes of the research and their geographic focus. Finally, the database was able to provide very general information about the number of partners, their characteristics and contributions.

Women and Change, files of successful applicants, 1993-1999

Between 1993 and 1999, 147 grants were awarded for research about *Women and Change*. The files of these 147 successful candidates constitute the single most important source examined in the course of this evaluation. All of these files were examined and the relevant contents transcribed and organized using Filemaker Pro 4.1 software.

Of particular interest were the detailed descriptions of the research proposals in which research teams (or the Principal Investigator on the team's behalf) set out the questions ("problématique") and issues to be explored, as well as the theoretical and methodological framework of their project. This information contributed to the evaluative component of the study; more specifically it was helpful in determining to what extent some of the specific objectives of this strategic program have been met, in terms both of research practices and of contributions to a better understanding of the targeted theme.

The proposals also provide detailed information about the strategic dimensions of the research - the partners whose support was enlisted, their anticipated role in the project, the perceived policy-relevance of the research endeavour, the various audiences to whom the research results were to be communicated and the means whereby academic and non-academic audiences were to be reached. The qualitative analysis of these files was thus fundamental to the assessment of whether or not the explicit objectives of the *Women and Change* program were achieved.

Women and Change, files of successful applicants, Final Productivity Reports, 1993-1995 competitions

Research applications provide only a very partial indication of the results achieved by this strategic program. The assessment of the actual results, while desirable, is unfortunately a far more difficult undertaking. Like most research funded by SSHRC, research on *Women and Change* proved to be a lengthy and time-consuming process. In most cases, research proposals submitted to the program set out a three-year agenda of research and analysis. In practice, a very high proportion of projects extended at least a full year beyond this initial period. Thus, because of the time required to carry a research project from the proposal stage through to fruition, only research funded in the early years of the program - 1993, 1994, 1995 - had been completed by the fall of 1999. Only for three of the seven years was there any possibility of systematically examining "research outcomes", by using an albeit imperfect instrument, SSHRC's Final Productivity Reports. However, these first three years accounted for 84 awards or 57.1 % of grants made under *Women and Change*.

Other evaluations[1] have attempted to use the Final Productivity Reports, with varying degrees of success because of the notoriously poor reporting practices of researchers. However, after a campaign of systematic reminders by SSHRC staff, the response rate for *Women and Change* improved dramatically. The evaluation of *Women and Change* thus draws upon 66 final productivity reports generated by 84 projects funded between 1993-94 and 1995-96, a response rate of 78.6%.

In most instances, scholars took pains to respond fully and thoughtfully to the questions asked in the Final Productivity Report. The narrative summaries contain a wealth of information about both the research process and results. In the context of this evaluation, these reports were of particular value for the information they contained about modifications made to the research proposal since funding, the role of partners, the dissemination of research findings in both academic and non-

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[1] For example, the evaluators of the strategic program *Education and Work in a Changing Society* found that over a three-year period which they examined, 42% of successful applicants failed to file final productivity reports. SSHRC, File 1269-E2 vol.9, Plans and Programs - Planning and Evaluation - Strategic Grants - Education and Work, Marielle Simon and Brad Cousins, *A Review and Analysis of the Thematic Program "Education and Work in a Changing Society" of the Strategic Grants Program of SSHRC. Final Report*, July 1993, p.21.

academic circles, and the training of young scholars, and of course the research findings. As all proposals had initially suggested how the results might contribute to raising awareness of key issues or inform policy (and thus be of interest to policymakers, whether in the public, private or nonprofit sectors), productivity reports were particularly valuable when used in conjunction with these earlier statements of intent.

Other Programs

Standard Research Grants Program

To assess the situation of feminist research and research about women in the Standard Research Grants Program, the evaluation used a statistical overview generated by the SSHRC Database. Coded information identifying projects whose primary or secondary research theme was *women* was used to establish a minimal evaluation of the requests and awards, in the Standard Research Grants Program, which focused on women. This yielded a population of 885 requests and 335 awards between the 1993 and 1999 competitions; a variety of characteristics of these proposals were then studied. In addition, the files of a sample of successful applicants from the 1997, 1998 and 1999 competitions were analyzed and compared to the files of projects funded by *Women and Change* during the same period. The choice of this time-frame offered the advantage of facilitating further parallels with research funded over the same period by Status of Women's Independent Policy Research Fund.

The sample was established in two stages. First, a detailed list of 61 funded projects about women (i.e., where *women* was identified as either the primary or secondary research area) was compiled; these projects were selected because they dealt with research areas found to be important in the *Women and Change* program or which were highly ranked within the Standard Research Grants population: employment and labour, politics and government, health, education, social development and welfare, family, law and justice, and multiculturalism and ethnic studies. The second step of the selection process involved the elimination from the study group of projects which were not comparable to *Women and Change* because of either the chronological periods or the geographic areas covered by the research. Research projects whose focus was neither the 20th

century nor Canada were excluded from the sample. Once these adjustments were made, 41 research proposals remained; these were read and transcribed using the same variables as for the analysis of the files of successful applicants to *Women and Change*.

Strategic Themes and Joint Initiatives established prior to 1998

This evaluation also attempted to draw parallels between research about women's issues funded by other Strategic Themes and Joint Initiative Programs between 1993 and 1999. To do so, many of the administrative files of these programs were examined, as were the files of successful applicants[2]. Relevant programs included the Strategic Themes[3] *Applied Ethics* and *Education and Work in a Changing Society*, as well as Joint Initiatives *Aboriginal Affairs*, *Science Culture in Canada* and *The Integration of Persons with Disabilities*. Some activities funded under the *Summer Institutes*, *Aid to Small Universities* and *Research Development Initiatives* programs were also reviewed.

New Strategic Programs and CURAS, 1999 competition

Information in the SSHRC Database as well as in the administrative files relating to the *Community University Research Alliance (CURA)* program and to the three recently introduced strategic themes, *Social Cohesion*, *Challenges and Opportunities of a Knowledge-based Economy*, and *Society, Culture and Health of Canadians*, was also examined. It was thus possible to analyze the support granted to female scholars as well as the numbers and characteristics of applications and awards dealing with women's issues. For the 1999 competition, this implied a detailed study of the research proposals of 183 applicants: 72 to the *CURA* program, 32 to *Social Cohesion*, 22 to

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[2] Successful applicants were identified using *SSHRC Support for Projects on Women and related areas, 1991-1992 to 1998-1999/Appui accordé par le CRSH à la recherche sur les femmes et les domaines connexes, 1991-1992 à 1998-1999*, Ottawa, SSHRC, January 18, 1999.

[3] Two Strategic Themes programs appear not to have funded any research about women or women's issues; these were *Managing for Global Effectiveness* and *Science and Technology Policy in Canada*.

Challenges and Opportunities of a Knowledge-based Economy, and 57 to *Society, Culture and Health of Canadians*. Because of changes in the application forms which altered the categories used to describe project research areas, and because in many instances the proposals set out complex research programmes involving many distinct projects, the analysis of the support granted research about women's issues in these new programs led to the development of new analytical categories. Projects were divided into four different groups based upon the relative importance accorded to the study of women's experience or of gender issues within the overall research objectives. This allowed for a more nuanced discussion of representation, success rates and research models within these new programs.

Other Voices: A Survey of Partners

Most of the qualitative data used for this evaluation was drawn from textual sources in the SSHRC archives, while quantitative data was provided by the SSHRC Database. These sources tended generally to provide the researchers' perspective on the goals and outcomes of their endeavours. In order to complement this view, a participatory component was included in the evaluation; its purpose was to gather response of partners to the *Women and Change* program. Using the questionnaire constructed for the 1996 Program Review, a survey was conducted of the 57 partners involved in the 37 projects funded in 1995 and 1996. This time period was selected because of the likelihood that projects initiated in those years would be in their final stages during the fall of 1999, when the survey was carried out. It was hoped that this would increase the ability of partners to comment on a range of aspects and stages of their relationship with researchers.

The survey was carried out by telephone by the research assistant engaged in the evaluation, with significant logistical support from SSHRC staff. In a few instances, partners who refused to participate in the phone survey nevertheless agreed to respond in writing to the survey questions. Respondents provided information on the role played by the partner, the quality of the relationship with the research team, and the benefits of the research to the partner organization. The response

level was very high and the resulting information of great value[4].

Canadian Advisory Committee on the Status of Women/Status of Women Canada, Independent Policy Research Fund

A final group of documents was required in order to compare the research supported by *Women and Change* with other policy research about women's issues funded at the national level. Status of Women Canada's Independent Policy Research Fund was chosen for this comparative analysis. Research into this program's creation and history was based on a range of published documents, for the most part located in the library of Status of Women Canada. These included studies of the predecessor organization, the Canadian Advisory Committee on the Status of Women, as well as publications of that organization. Information about the Independent Policy Research Fund was gleaned from discussions with current and past employees of Status of Women Canada, as well as print and electronic publications. Of particular interest was material found on the organization's web site, including calls for research proposals, lists of successful applicants and projects, and published results.

1.3 Structure of the Report

This evaluation of *Women and Change* is divided into three sections. The introduction begun in this methodological chapter continues in Chapter Two which presents a brief overview of the history of this strategic theme, recalling the context in which it emerged and the specific objectives it was designed to achieve. The core of the evaluation is divided into two sections. Part One examines the characteristics of the scholars and research proposals supported by the program since its inception. In addition to a broad overview which presents a range of descriptive statistical information (Chapter Three), this section pays particular attention to *Women and Change*'s contribution to knowledge and scholarship (Chapter Four), before analyzing two other indicators of

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[4] The questionnaire can be found in Appendix F; information about the response rate is provided in Chapter 5 where survey results are also discussed.

the program's success: the role of partners and the dissemination of research results beyond the academic community (Chapter Five). Part Two of the evaluation attempts to provide a comparative framework for assessing *Women and Change*. It examines other research programs, primarily within SSHRC, and the support which they offered to research about women's issues during the lifetime of *Women and Change*. Chapter Six discusses the Standard Research Grants Program and other Strategic Theme Programs, as well as Status of Women Canada's Independent Policy Research Fund. The concluding chapter summarizes the findings of the evaluation and sets out recommendations for the future of the program and for research relating to the targeted theme.

Chapter Two

The Historical Background to Women and Change

2.1 From Women and Work to Women and Change

In 1991, SSHRC decided to undertake a review of the *Women and Work* Strategic Grant Program which had been established in 1983. The task of reviewing *Women and Work* was assigned to a three-person multi-disciplinary research team of academic researchers: Linda Christiansen-Ruffman, Francine Descarries and Mary Lynn Stewart. The team embarked upon an extensive consultation and qualitative analysis that focused on:

- the description of research and researchers in the area of women's studies in general and women and work in particular
- the impact of funded research
- the identification of research themes that merit priority treatment in the future and research policies that facilitate appropriate research on the new theme.

The third component of this mandate was in keeping with the recommendation of the 1990 and 1991 adjudication committees for *Women and Work*, both of which had "suggested that the theme of women and work be changed to a new theme, but one that would remain focused on women and the strategic policy interests relevant to achieving the equality of women".

The 1992 Report[1] of the evaluation team concluded that:

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[1] The Report submitted to the Social Sciences and Humanities Research Council in April 1992 was subsequently revised slightly and published as *Women and Work: Feminist Research in Progress*, Ottawa, Social Sciences Federation of Canada/Canadian Research Institute for the Advancement of Women/Canadian Federation for the Humanities, May 1993.

- There continued to be a strong rationale for strategically oriented research on women, because of the weakness in this regard of much research supporting the policymaking process. The report also concluded that there was a continuing lack of general support for research on women in other strategic theme areas and in the general research program.

- *Women and Work* had supported excellent research with important scholarly and policy implications.

- There remained a number of disciplines and subject areas within the *Women and Work* theme where research relevant to the theme and to policy needs was still lacking. As a result, the evaluation team found substantial support within the research community for a continuation of the *Women and Work* Strategic Theme. It nevertheless recommended against a further extension to this theme.

- That there was a need for a new theme, particularly one more likely to foster and support more innovative research, research that would be more multidisciplinary and offer renewed "problématiques" which "cut across disciplinary and current conceptual boundaries".

- This new theme should also cut "across the usual divisions of government departments in order to use... multidisciplinary and multisectoral perspectives recommended in the Paquet report to best effect".

The 1992 Report proposed two possible new themes and provided a specific description and rationale for each. The proposed themes were:

- *Women and Change*
- *Women, Marginalization and Equality*

Following the submission of the evaluation team's report, SSHRC announced the creation of a new theme for strategic research, *Women and Change*, and set the deadline for applications at December 15, 1992. The first awards were made in the spring of 1993.

2.2 Women and Change in an Evolving Strategic Environment

Women and Change was a second generation strategic theme, created in the aftermath of the Paquet Report of 1989[2]. However, the differences between *Women and Change* and *Women and Work* are not as great as one might anticipate, since many of the Paquet Report recommendations had been introduced to the *Women and Work* program during the latter years of its operation.

Like other strategic themes, *Women and Change* was intended to foster:

- multidisciplinary and interdisciplinary research
- collaborative research
- policy-relevant research
- the dissemination of research beyond the academic community

Similarly, *Women and Change* was designed to provide support to:

- research infrastructure via strategic network grants
- the development of partnerships between scholars and representatives from the public, private and nonprofit sectors, via strategic partnership development grants
- the communication of knowledge and perspectives between academics and

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[2] Gilles Paquet, *Report of the Second Task Force on Priorities*, Ottawa, SSHRC, March 1989.

other groups within society, via strategic workshop grants

Finally, in keeping with the basic philosophy of strategic programs as set out in the Paquet Report and reaffirmed in the Strategic Grants Program Review of 1996[3], thematic programs like *Women and Change*, were expected to be of limited duration. The anticipated life expectancy of a theme area was set at five years, with provision for a further three-year extension, following a rigorous program review.

The rationale for strategic status, and a fixed life expectancy, was expressed in the Paquet Report. A theme is deemed to be deserving of the additional resources which strategic status procures because it is identified as addressing "issues deemed to be current national priorities" and for which there is insufficient research capacity. The intent of a strategic program is thus to stimulate additional investments in a particular area of research, in order to produce results which have the potential to contribute to public policy. In a fashion analogous to the infant industry argument for tariff protection, a strategic theme is thus expected to stimulate the creation of a critical mass of scholarship and researcher expertise on a specific issue. Once this critical mass has been achieved, the particular support given the theme is no longer required. The research capacity can at this point be sustained through SSHRC's standard research grants program or other sources, while the resources can be allocated to research on other pressing social issues. The Paquet Report argued that "By definition, therefore, strategic programs are developmental and must be of limited duration"[4]. However, as stated in the 1996 Strategic Program Review, the concept of critical mass remains ill-defined and problematic[5].

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[3] *Strategic Grants Program Review. Final Report*, April 1996, p. 27-28. This document underlined the difficulties in determining when it was appropriate to conclude a program.

[4] Gilles Paquet, *op.cit.*, p.7-9.

[5] *Strategic Grants Program Review, Final Report*, April 1996, p. 19.

2.3 Specific Program Objectives and their Evolution since 1993

The initial *Women and Change* Strategic Program Guidelines identify five specific program objectives, which reflect both the broad orientation of Strategic Programs and the specific goals of this theme. These objectives were:

- to encourage multidisciplinary, interdisciplinary and collaborative research which will assist in the development of policies to facilitate the full participation and contribution of women in our changing society;

- to develop both general approaches and new analytical methods to understand the dynamics and significance of global or specific aspects of change for women or for specific groups of women;

- to document, question and reconceptualize the directions, limits, meanings and effects of major social and cultural changes for women as well as their own responses, resistances and initiatives concerning these changes;

- to enhance understanding about the relations between the changes taking place in society and the ways in which women - from various backgrounds and at different points in their lives – experience, influence, and adapt to such changes;

- to increase awareness and appreciation of the needs, values, knowledge, experiences and contributions of women.

The text setting out the background for this new theme also stated that:

> Strategic, policy-oriented research is needed to examine and understand the rapid and profound changes which have altered and continue to alter women's lives, and to help

> in the development of new policies to ultimately achieve the full participation and contribution of women in society, and to improve their quality of life.

The field description reiterated one of the fundamental traits of the strategic grants program:

> To be eligible, proposals must clearly address well-defined policy issues following from the objectives of this program.

From the outset, the guidelines identified four types of support available for research: strategic research grants, strategic research networks, strategic research workshops, and strategic partnership development grants. The support offered partnership development extended a practice introduced to the *Women and Work* program in 1990. As with other strategic programs, partnerships were strongly encouraged, but not compulsory.

Following the first competition, minor modifications were made to the program guidelines. While the rationale for these changes is not found in the archives, one of them appears to be a response to the proposals received in the first competition. Thus, an increased emphasis was placed on the need for policy oriented research, with the August 1993 guidelines driving the message home by adding italics to the statement that:

> *To be eligible, proposals must clearly address well-defined policy issues flowing from the objectives of this program.*

The program description of *Women and Change* underwent a further, and more substantial, modification following the 1996 competition. Responding to concerns raised by that year's adjudication committee, the field description was altered in order to encourage scholars to address new dimensions of change. Two dimensions were highlighted (our emphasis)[6]:

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[6] SSHRC, Administrative File 1269-W2, Plans and Programs, Planning and Evaluation, Strategic Grants, Women and Change, Program Evaluation; Administrative File 2441-3-96, Strategic Grants, Women and Change, Selection Committee Minutes 1996.

> In addition to research on the reactions of women to change, the Council encourages research on the macro-social structures governing change.
>
> Research topics may include barriers and resistance to change, and both the negative and positive dimensions of change.

Between 1993 and 1999, the program description has thus undergone little modification. Recent amendments have sought to achieve a better balance between the types of change examined by researchers, rather than fundamentally alter the direction of the program.

PART ONE

WOMEN AND CHANGE: TAKING STOCK

Chapter Three

An Overview of the Women and Change Program

The goal of this chapter is to provide a descriptive overview of the principal characteristics of applicants and proposals submitted to the *Women and Change* program during its lifetime. Trends will be identified and where possible comparisons made with the *Women and Work* Strategic Program as well as with results of 1996 Strategic Program Review.

3.1 Program Demand, Types of Funding, Success Rates and Levels of Funding

From its inception in 1993 through 1999-2000, 437[1] applications for funding have been submitted to the annual competitions of the *Women and Change* Strategic Theme. The average number of requests per competition stands at 62.6; however, this figure is an imperfect measure of the level of interest which researchers have shown toward this program over the years. Table 3.11 indicates that the number of applications has in fact varied, from a high of 146 requests (or one third of the total) in 1993-1994, to a minimum of 31 requests in the most recent competition. The evidence seems to suggest that there have been three distinct stages of response to *Women and Change*: a very enthusiastic and strong response in 1993-1994; a levelling off to a more moderate yet still sustained level of interest, ranging from 40 to 60 requests per competition during the following five years; with a significant further reduction in interest during the last competition. The amount of funding requested in each year follows this same trend.

The support provided to research on *Women and Change* over the lifetime of the program follows a somewhat different pattern, reflecting not only researcher interest, but also the quality of the proposals and broader budgetary constraints. Thus, between 1993 and 1999, 147 proposals

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[1] Our analysis excludes an additional application and award, for partnership development, made following the completion of the regular 1999-2000 competition. The applicants and projects funded between 1993–94 and 1999-2000 are listed in Appendix B, while Appendix C identifies projects funded following the completion of the 1999-2000 competition.

TABLE 3.1.1

Number of Requests and Awards, Amounts Requested and Awarded, and Success Rates, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Year	Requests	Awards	Success Rates	$Requested	$Awarded	$Success Rates
1993-1994	146	32	21.9%	$16 114 401	$ 2 459 460	15.3%
1994-1995	60	28	46.7%	$ 6 782 893	$ 1 836 623	27.1%
1995-1996	51	24	47.1%	$ 5 821 398	$ 1 608 389	27.6%
1996-1997	55	13	23.6%	$ 6 335 573	$ 1 130 000	17.8%
1997-1998	43	15	34.9%	$ 4 599 878	$ 1 230 369	26.7%
1998-1999	52	24	46.2%	$ 5 934 566	$ 1 641 612	27.7%
1999-2000	31	11	35.5%	$ 3 450 456	$ 923 763	26.8%
Total	438	147	33.6%	$49 039 165	$10 830 216	22.1%

Source: SSHRC Database

received funding, ranging from a high of 32 in the first year, to 11 in the last. The difference between these two extremes is much smaller than that observed for applications; annual variations within this narrower range have however been quite significant. Again, it is possible to distinguish between three levels of support: the first two years of the competition, with an average of 30 awards per year; two years of moderate support, 1995 and 1996 with 24 awards each; and three years of very modest support, with between 10 and 15 awards each.

The success rates for applications submitted to *Women and Change* averaged 33.6%, ranging from a low of 21.9% in the first year of competition, with its extremely high level of requests, to a high of almost 50% in three years of the competition. These rates compare favourably with the success rates in other SSHRC competitions during this period: with average success rates of 37.0% for Standard Research Grants and 40.8% for other Strategic Grants (See Appendix D). Except for the first year of the competition, where the very high number of applications contributed to a fairly low success rate, the success rates in the *Women and Change* competition were very similar to those achieved in the Standard Research Grants Program, and show roughly the same pattern of annual variations.

In financial terms, the overall success rate of requests was lower, with the total amount of funding for research on *Women and Change* representing 22.1% of the total funds requested by applicants. On average, applicants requested $111,962 per proposal, while the average award was a more modest $73 675, or 66% of the proposed budget.

Like other strategic programs established in the wake of the Paquet Report, *Women and Change* was designed to support to collaborative, policy-relevant research in a variety of ways: research grants, research network grants, research workshops and partnership development grants. The relative importance of each of these types of support is set out in Table 3.1.2, below[2].

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[2] The distribution of amounts requested and awarded, by type of support, followed the same general trends as the data presented in Table 3.1.2, with a slightly lower percentage of funding being awarded to research grants than their share of funds requested. All other types of support saw their relative share of funds rise slightly.

TABLE 3.1.2

Number of Requests and Awards, by Type of Support,
Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Year	Research Grants		Res. Network		Research Workshops		Partnership Develop.		Total	
	Requests n./ %	Awards n./%	Requests n./ %	Awards n./%	Requests n./ %	Awards n./%	Requests n./ %	Awards n./%	Requests n./ %	Awards n./%
1993-1994	130/ 89.0	25/ 78.1	4/ 2.7	2/ 6.3	11/ 7.5	4/ 12.5	1/ 0.7	1/ 3.1	146 /100%	32 /100%
1994-1995	53/ 88.3	22/ 78.6	2/ 3.3	2/ 7.1	3/ 5.0	2/ 7.1	2/ 3.3	2/ 7.1	62 /100%	28 /100%
1995-1996	47/ 92.2	22/ 91.7	2/ 3.9	1/ 4.2	1/ 2.0	-	1/ 2.0	1/ 4.2	51/100%	24/ 100%
1996-1997	48/ 87.3	12/ 92.3	6/ 10.9	1/ 7.7	1/ 1.8	-	-	-	55/100%	13 /100%
1997-1998	37/ 86.0	12/ 80.0	4/ 9.3	1/ 6.7	1/ 2.3	1/ 6.7	1/ 2.3	1/ 6.7	43/100%	15 /100%
1998-1999	49/ 94.2	21/ 87.5	1/ 1.9	1/ 4.2	1/ 1.9	1/ 4.2	1/ 1.9	1/ 4.2	52/100%	24 /100%
1999-2000	29/ 93.5	9/ 81.8	1/ 3.2	1/ 9.1	1/ 3.2	1/ 9.1	-	-	31/100%	11 /100%
Total	393/89.7	123/ 83.7	19/ 4.6	9/ 6.1	19/ 4.3	9/ 6.1	6/ 1.4	6/ 4.1	348/100%	147 /100%

Sources: SSHRC Database

TABLE 3.1.3

Requests, Awards and Success Rates, by Type of Support,

Women and Change Strategic Theme, 1993-1994 to 1999-2000.

	Research Grants			Research Networks			Research Workshops			Partnership Development			Total		
Year	Req.	Aw.	S/R (%)	Req.	Aw.	S/R (%)	Req.	Aw.	S/R (%)	Req.	Aw.	S/R (%)	Req.	Aw.	S/R (%)
1993-1994	130	25	19.2	4	2	50.0	11	4	36.4	1	1	100.0	146	32	21.9
1994-1995	53	22	41.5	2	2	100.0	3	2	66.7	2	2	100.0	60	28	46.7
1995-1996	47	22	46.8	2	1	50.0	1	0	0.0	1	1	100.0	51	24	47.1
1996-1997	48	12	25.0	6	1	16.7	1	0	0.0	0	0	-	55	13	23.6
1997-1998	37	12	32.4	4	1	25.0	1	1	100.0	1	1	100.0	43	15	34.9
1998-1999	49	21	42.9	1	1	100.0	1	1	100.0	1	1	100.0	52	24	46.2
1999-2000	28	8	28.6	1	1	100.0	1	1	100.0	1	1	100.0	31	11	35.5
Total	392	122	31.1	20	9	45.0	19	9	47.5	7	7	100.0	438	147	33.6

Source: SSHRC Database

Between 1993 and 1999, the major type of support provided by *Women and Change* was directed toward research grants. These represented 89.7% of requests, 83.7% of awards and 91.1% of funds granted under the program. Research networks and research workshops together accounted for approximately 9.0% of requests, 12% of awards and 8.5% of funds. While equal in number, research network grants received far more generous funding than did research workshops ($716 940 for the first and $205 310 for the latter), in part because research networks tended to be funded for longer periods of time. Finally, partnership development grants proved to be the least popular of the research options funded, with only 1.6% of applications, 4.8% of awards and 1.4% of funds disbursed.

However, while research grants were clearly dominant, it was here that the competition was most intense and success rates lowest. The data set out in Table 3.1.4 indicates that the success rates for research grants averaged just slightly over 30.0%, dropping below this level in the first year because of high demand, but also in the most recent year of competition, when the number of requests was at its lowest point. Only research network grants occasionally experienced less success. Overall however, all three other types of support registered much higher success rates than research grants: 45.0% and 47.5% respectively for research networks and research workshops, and 100.0% for partnership development grants. Indeed, between 1993 and 1999, 7 applications were received for partnership development grants and all received funding.

3.2 Characteristics of Applicants

Gender

Since 1993, 504[3] scholars have received funding for proposals submitted to the *Women and Change Strategic Program*, whether as principal investigators or as members of the research team

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[3] Since some researchers participated in more than one research team funded by the program between 1993 and 1999, the total number of individuals who have received funding is somewhat lower.

Table 3.2.1

Distribution of Successful Candidates and Principal Investigators by Gender, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Year	Projects Total	Scholars Total	Female #	Female %	Male #	Male %	P.I. Total	Female #	Female %	Male #	Male %
1993-1994	32	98	87	88.8	11	11.2	32	29	90.6	3	9.4
1994-1995	28	110	97	88.2	13	11.8	28	27	96.4	1	3.6
1995-1996	24	84	75	89.3	9	10.7	24	20	83.3	4	16.7
1996-1997	13	49	39	79.6	10	20.4	13	13	100.0	0	0.0
1997-1998	15	63	51	81.0	12	19.0	15	14	93.3	1	6.7
1998-1999	24	65	55	84.6	10	15.4	24	21	87.5	3	12.5
1999-2000	11	35	32	91.4	3	8.6	11	11	100.0	0	0.0
TOTAL	147	504	436	86.5	68	13.5	147	135	91.8	12	8.2

Source: SSHRC Database as well as *Women and Change* Project files, 1993-1999.

(Table 3.2.1). The overwhelming majority of these scholars have been women. Of 147 principal investigators, only 12 or 8.1% have been men, while only a further 56 male scholars have participated in projects as co-investigators[4]; 54 research teams (or 36.7%) included these male team-members. Thus, of a total of 504 scholars, at most 68, or 13.4% have been men.

This situation stands in sharp contrast to the *Women and Work* Strategic Program where male candidates and principal investigators played a greater role. In that program, from 1983 to 1991, men accounted for on average 23% of successful applicants and 19% of principal investigators[5]. One can only wonder why *Women and Change* has failed to provide similar levels of support to male principal investigators or to research teams with some male members. Data compiled by SSHRC indicates that 63 male-led research teams applied for funding between 1993 and 1999, but only 12 of these received awards, for a success rate of only 19.0% compared to one nearly twice as high for research teams headed by female scholars.

Discipline of Successful Principal Investigators

Women and Change has succeeded in attracting applicants from a wide range of disciplines. The analysis of the disciplinary affiliation of successful principal investigators (Table 3.2.2), based upon the discipline of the highest degree granted, shows that 26 separate disciplines were represented. As was the case with *Women and Work*, sociologists received the largest number of awards and accounted for 21.8% of successful principal investigators. However, sociology was less dominant than it had been in the previous program, and the distribution of awards across disciplines was far less concentrated. Thus while the three leading disciplines for *Women and Work* - sociology, history and psychology - accounted for 56.3% of principal investigators, between 1993 and 1999, the relative weight of their *Women and Change* counterparts - sociology, psychology and education -

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[4] There appears to be a slight discrepancy between the Tables compiled by SSHRC Evaluation staff, which identify these 56 scholars, and the results of a detailed examination of the files of successful applicants which show 64 male scholars, 54 of whom were co-investigators while the 10 remaining individuals were described as research collaborators.

[5] *Women and Work; Feminist Research in Progress*, p. 56-61.

Table 3.2.2

Disciplines of Successful Principal Investigators,

Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Discipline of P.I.	1993	1994	1995	1996	1997	1998	1999	TOTAL	
								n.	%
Sociology	7	5	5	4	2	7	2	32	21.8
Psychology	2	5	2	4	3	2	0	18	12.2
Education	6	2	3	1	1	0	1	14	9.5
Political Sc.	3	3	1	0	0	4	1	12	8.1
Economics	3	0	1	0	2	2	1	9	6.1
Anthropology	0	1	1	1	0	3	1	7	4.8
History	1	1	2	1	0	1	1	7	4.8
Law	2	2	2	0	1	0	0	7	4.8
Management	0	2	0	2	0	0	1	5	3.4
Social Work	0	1	1	0	0	1	1	4	2.7
Criminology	1	0	0	0	0	1	1	3	2.0
English Lit.	0	0	2	0	1	0	0	3	2.0
Nursing	0	1	1	0	1	0	0	3	2.0
Public Health	0	0	1	0	1	1	0	3	2.0
Religious St.	1	0	0	0	1	1	0	3	2.0
Urban Studies	1	1	0	0	1	0	0	3	2.0
Others	5	4	2	0	1	1	1	14	9.5
TOTAL	32	27	24	13	15	24	11	147	100.0

Source: SSHRC, Project Files, Women and Change, 1993-94 to 1999-2000.

declined to 44.2%. In fact, the five leading disciplines of 1983 through 1991 also experienced a relative decline. Thus, not only were a large number of disciplines represented amongst applicants to *Women and Change*, but there was a greater likelihood that many scholars in each of these disciplines receive funding.

The examination of the disciplines of successful principal investigators shows another interesting trend: a significant decline in the relative importance of principal investigators coming from the humanities. Of the 147 projects funded by *Women and Change*, only 20 or 13.6% were submitted by a scholar in the humanities, a decline of 50% compared to *Women and Work*. Virtually all of this can be attributed to the precipitous decline of historians as applicants: from 16.3% of principal investigators between 1983 and 1991, to only 4.8% in recent years[6]. On the other hand, *Women and Change* has succeeded in attracting a number of applications from scholars in the medical sciences: with 6 principal investigators, nursing and public health were better represented than philosophy, fine arts and communications combined.

Regional Distribution and Institutional Affiliation of Principal Investigators

The *Women and Change* Strategic Theme generated interest from researchers across the country, although there were significant regional variations in both numbers of applications and awards, and success rates. As illustrated by Table 3.2.3, when measured by the institutional affiliation of the principal investigator, Ontario and Quebec dominated with 69.9% of requests and 74.9% of awards, the remaining requests and awards being relatively equally distributed between the Atlantic provinces, the Prairies and British Columbia. Patterns of funding tended to mirror this distribution, with the Atlantic provinces, B.C. and Quebec faring slightly better, and Ontario and the Prairies

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[6] The authors of the evaluation of *Women and Work* indicated that history was a discipline in which a critical mass of scholarship had been attained, creating a greater likelihood that applications for funding find acceptance within the Standard Research Grants Program. However, other factors may have contributed to the reduced participation of historians: the greater emphasis on both policy-relevance and partnering. Historians may in fact have begun to respond to Strategic Themes in the same manner as have most humanists.

Table 3.2.3

Numbers of Requests and Awards, and Success Rates, by Region of Principal Investigator, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Region	*Number of Requests*	*% of Requests*	*Number of Awards*	*% of Awards*	*Success Rates*
Atlantic	*39*	*8.8*	*10*	*6.9*	*25.6*
Quebec	*126*	*28.8*	*54*	*36.8*	*42.9*
Ontario	*180*	*41.1*	*56*	*38.1*	*31.1*
Prairies	*45*	*10.3*	*12*	*8.2*	*26.7*
British	*48*	*11.0*	*15*	*10.2*	*31.3*
TOTAL	*438*	*100.0*	*147*	*100.0*	*33.6*

Source: SSHRC Database

slightly worse[7].

However, while more applications were submitted by principal investigators affiliated with Ontario institutions than by their Quebec counterparts, the latter were far more successful. Fully 42.9% of Quebec applicants received awards compared to 31.1% for Ontario. Applicants based in

[7] The shares of funding by region were the following: Atlantic, 7.4%; B.C., 12.7%; Quebec, 38.2%; Ontario, 35.1% and the Prairies, 6.7%.

other regions also had success rates far below that of Quebec institutions. A comparison with the experience of the *Women and Work* Strategic Program shows remarkable stability in regional distribution of requests for funding[8]. The situation for 1987-1991 was very similar to that from 1993-94 to 1999-2000. The distribution of awards, however, changed significantly. While Ontario and Quebec accounted for 39.1 and 31.3 % of awards, respectively, in the earlier period, the gap has now narrowed significantly (with 38.1% of awards going to principal investigators from Ontario and 36.8% to teams headed by Quebec scholars), because of the very strong performance of Quebec researchers in the annual competitions.

The *Women and Change* program also generated interest from principal investigators in a wide range of institutions. Applications were received from a total of 51 post-secondary institutions between 1993 and 1999. However, as was the case for the *Women and Work* program, the competitions were dominated by a minority of universities: York University, the University of Toronto, the Université de Montréal, the Université du Québec à Montréal (UQAM), Laval and the University of British Columbia. Together these 6 institutions submitted 35.6% of applications and received 46.9% of awards and 48.6% of funding.

The performance of two Quebec institutions was exceptional, with success rates of 68% and 56.5% respectively for proposal originating at UQAM and Laval. It is interesting to note that the evaluation of *Women and Work* also commented on the success achieved by these two universities, a success which was attributed to a number of factors including the institutional support provided to applicants and the ongoing activities of centres for feminist research located at both institutions (IREF at UQAM and GREMF at Laval).

These significant levels of regional and institutional concentration raise important issues which will be addressed later in this document. First, does the pattern of regional concentration of funding, based upon the institutional affiliation of the Principal Investigator, shift when the composition of the

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[8] See *Women and Work: Feminist Research in Progress*, p. 61-63.

whole research team is taken into account? Second, does the regional concentration of funding have an impact on the research and policy issues examined by scholars?

3.3 Characteristics of Research Teams

As with other strategic programs, *Women and Change* is intended to foster collaborative, multi/interdisciplinary research. The examination of variations in the size, as well as the other characteristics of research teams, during the lifetime of the program is very instructive in this regard.

Like *Women and Work*, the *Women and Change* program has a consistent record of attracting and supporting research proposals involving teams of researchers. The average number of applicants per request and per award have both exceeded three scholars during the lifetime of the program. Significant variations can be observed however. It is interesting to note that except for the most recent year of the program, the average team size of awards always exceeded the average team size of requests. This gap was particularly significant during the first two years of the program, suggesting that adjudication committees deliberately sought to favour larger research teams. Thus the average number of scholars per team was 2.4 for 1993-1994 applications, while successful applications in that year averaged 3.1 scholars. In the following year, the respective figures were 3.2 scholars per team for requests and 3.9 for awards.

However, the size of research teams also varied according to the type of support provided by *Women and Change*. In order to be eligible for funding, research networks were required to bring together teams of at least five scholars; research workshops too tended to favour broader collaborative efforts.

Table 3.3.1 shows the distribution of research teams both requesting and receiving funding, according to the number of scholars per team. Since 1993, teams with two or three members have received more than 55.0% of awards, while larger teams (four or more scholars) have received a further 29.0% of awards. Only 13.0% of proposals funded have been proposed and carried out by

TABLE 3.3.1

Number of Requests and Awards, and Success rates, by Team Size, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Year	1 Scholar				2 Scholars				3 Scholars				4 or more Scholars				Total			
	Requests		Awards		Requests		Awards		Requests		Awards		Requests		Awards		Requests		Awards	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1993-1994	47	32.2	3	9.4	41	28.1	8	25.0	28	19.2	14	43.8	30	20.6	7	21.9	146	100.0	32	100.0
1994-1995	14	23.2	4	14.3	21	35.0	11	39.3	9	15.0	4	14.3	16	26.7	9	32.1	60	100.0	28	100.0
1995-1996	7	13.7	2	8.3	17	33.3	8	33.3	14	27.5	7	29.2	13	25.4	7	29.2	51	100.0	24	100.0
1996-1997	6	10.9	1	7.7	16	29.1	4	30.8	13	23.6	3	23.1	20	36.4	5	38.5	55	100.0	13	100.0
1997-1998	6	14.0	2	13.3	12	27.9	3	20.0	6	14.0	2	13.3	19	34.2	8	53.3	43	100.0	15	100.0
1998-1999	10	19.2	6	25.0	21	40.4	8	33.3	13	25.0	6	25.0	8	15.4	4	16.7	52	100.0	24	100.0
1999-2000	6	19.4	1	9.1	11	35.5	5	45.5	5	16.1	3	27.3	9	29.1	2	18.2	31	100.0	11	100.0
TOTAL	*96*	*21.9*	*19*	*12.9*	*139*	*31.7*	*47*	*32.0*	*88*	*20.1*	*39*	*26.5*	*115*	*26.3*	*42*	*28.6*	*438*			

Source: SSHRC Database

a single scholar. The disbursement of research funds follows this trend closely, with 2- and 3-person research teams receiving 55.0% of funding and larger teams accounting for 33.0%.

The comparison of these figures with the earlier experience of the *Women and Work* program shows a continuing growth in collaborative research on women's issues[9]. Between 1981 and 1987, an average of 45.2% of requests for funding came from research teams composed of two or more scholars; by 1992, the figure had grown to 75.5% of requests. The corresponding figure for 1993-1999, was 79.1%. The examination of more recent tendencies shows that the most significant changes have occurred with respect to the development of larger research teams. In 1992, 43.4% of requests were from teams of two people; this declined to 35.5% in 1999, and to an average of 31.7% between 1993 and 1999. On the other hand, while only 9.5% of requests for funding involved teams of more than three people in 1992, the figure grew to an average of 26.3% of research teams between 1993 and 1999. Support for research networks explains part of this trend, however the number of larger teams far exceeds the number of teams requesting funding as research networks.

Other Characteristics of Research Teams

While collaborative research continued to be a hallmark of the *Women and Change* program, the analysis of other characteristics of the research teams suggests that the collaborative efforts tended to remain confined within fairly specific boundaries, shaped by institutional, geographic and disciplinary proximity.

Table 3.3.2 indicates that 45.6% of research proposals funded, whatever the type of support provided, brought together scholars from the same institution; a further 36.7% of proposals were the result of the collaboration of scholars from two institutions. Only17.7% teams were composed of researchers from three or more separate institutions. Looking at the geographic distribution of these institutions, there is an obvious trend toward collaboration between scholars located in the

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[9] *Women and Work: Feminist Research in Progress*, p.79-84.

Table 3.3.2

Institutional Characteristics of Successful Research Teams, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

	Total #	Total %	1993 #	1994 #	1995 #	1996 #	1997 #	1998 #	1999 #
Composition of team									
Single Institution	69	46.9%	16	11	10	6	8	14	4
Multi-inst. Same City	11	7.5%	2	2	5	1	0	1	0
Multi-inst. Same Region	28	19.0%	9	8	2	0	4	4	1
Multi-inst. Multi - Region	39	26.5%	5	7	7	6	3	5	6
Total	147	100.0%	32	28	24	13	15	24	11
Number of Institutions									
One	67	45.6%	15	10	10	5	8	14	4
Two	54	36.7%	11	14	10	4	4	7	4
Three	16	10.9%	6	2	2	2	1	1	2
Four	4	2.7%	0	1	1	0	1	1	0
Five +	6	4.1%	0	1	1	1	1	1	1
Total	147	100.0%	32	28	24	13	15	24	11

Source: SSHRC, *Women and Change*, Project Files, 1993-1994 to 1999-2000.

same city: 54.4% of research teams were composed only of scholars living in the same city. Among remaining research teams, almost half were concentrated in the same geographic region. Thus, only slightly more than a quarter of proposals funded by *Women and Change* favoured interregional collaboration.

Strategic research programs have generally attempted to foster multidisciplinarity. *Women and Change* is no exception. However, the examination of the composition of successful research teams[10] indicates that a third of these (34.0%) displayed limited multidisciplinarity. In addition to 19 single-scholar projects which by definition failed to be multidisciplinary, a further 31 teams were composed of scholars belonging to the same discipline, in some cases sharing the same sub-discipline, in others not.

During their history, strategic themes have primarily attracted scholars from the social sciences. This was true of *Women and Work*, and it remains true of *Women and Change*. Despite the concerns raised about the limited participation of humanists in the *Women and Work* program, and explicit calls for greater efforts to attract humanists[11], *Women and Change* provided support to research teams where humanists were generally poorly represented. Table 3.3.3 sets out the disciplinary composition of research teams supported by *Women and Change* between 1993 and 1999. When all teams are taken into account, including those with only one member, 59.9% of teams were made up entirely of scholars from the social sciences. By contrast, only 4.1% of teams were composed solely of humanists. A further 15.0% of teams brought together a mix of humanists and social scientists, usually in fairly equal proportions. Finally, 31 research teams also drew on the expertise of scholars from the natural and health sciences: hence biology, nursing, medicine and public health are represented in 23, or 15.6%, of the 147 projects funded by *Women and Change*.

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[10] These conclusions are based upon data contained in the files of successful applicants.

[11] See *Women and Work: Feminist Research in Progress*, p.93-96.

Table 3.3.3

Disciplinary Characteristics of Successful Research Teams, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Composition of team	*Total #*	*Total %*	*1993 #*	*1994 #*	*1995 #*	*1996 #*	*1997 #*	*1998 #*	*1999 #*
Social Sciences Only	*88*	*59.9%*	*17*	*20*	*15*	*10*	*5*	*14*	*7*
Humanities Only	*6*	*4.1%*	*2*	*1*	*1*	*0*	*0*	*1*	*1*
Social Sciences and Humanities Only	*22*	*15.0%*	*8*	*3*	*3*	*1*	*2*	*5*	*0*
Other Disciplines Present	*31*	*21.1%*	*5*	*4*	*5*	*2*	*8*	*4*	*3*
Total	*147*	*100.0%*	*32*	*28*	*24*	*13*	*15*	*24*	*11*

Source: SSHRC, *Women and Change*, Project Files, 1993-1994 to 1999-2000.

3.4 Characteristics of Partners

In keeping with the goals of strategic research since the early 1990s, the *Women and Change* program encouraged scholars to establish partnerships with a range of organizations with a stake in the issues central to their research. The data presented in Table 3.4.1 shows that the program has been successful in establishing formal partnerships between scholars and public, private and voluntary sector groups. Between 1993 and 1999, 63.9% of awards went to projects with partners. These 94 successful proposals linked 322 scholars with 234 partner organizations distributed in the following fashion: 99 from the private, 56 from the public, and 61 from the para public sector, as well as 18 others[12].

A comparison of requests and awards shows that proposals which linked scholars with partners experienced a far higher success rate than applications without partners, save in the 1999 competition. The presence of one or more partners was thus not a prerequisite: in all competitions, a number of such proposals received funding.

The contribution of partners to successful proposals was rarely financial: only 8 partners provided this form of assistance. More frequent were contributions in kind - 165 of the 234 partners - and contributions of staff - 129 of the partners; a majority of partners in all sectors made both of these types of contributions.

When compared with the experience of *Women and Work*, the strides made toward partnerships with a variety of organizations are remarkable. In the last two competitions of the earlier program, only 25.0% and 39.0% of awards involved partners. However, as the evaluators of this program pointed out, feminist scholars had long had a practice of collaborating with community

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[12] The relative importance of the various types of partners, as well as the nature of their contribution, was ascertained using information in the SSHRC Database. The typology of the SSHRC Database difers from that adopted in the analysis found in Chapter Five; there we distinguish between the private profit and not-for-profit sectors.

Table 3.4.1

Requests and Awards by Type of Partner and Contribution, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

	Requests					Awards				
Year	*Total Requests*	*Number with Partners*	*% with Partners*	*Number of Partners*	*Number of Partners per request*	*Total Awards*	*Number with Partners*	*% with Partners*	*Number of Partners*	*Number of Partners per award*
1993-94	*146*	*52*	*35.6%*	*102*	*2.0*	*32*	*17*	*53.1*	*45*	*2.6*
1994-95	*60*	*25*	*41.7*	*70*	*2.8*	*28*	*15*	*56.3*	*47*	*3.1*
1995-96	*51*	*27*	*52.9*	*65*	*2.4*	*24*	*15*	*62.5*	*31*	*2.1*
1996-97	*55*	*38*	*69.1*	*103*	*2.7*	*13*	*11*	*84.6*	*29*	*2.6*
1997-98	*43*	*26*	*60.5*	*80*	*3.1*	*15*	*11*	*73.3*	*24*	*2.2*
1998-99	*52*	*33*	*63.5*	*77*	*2.3*	*24*	*19*	*79.2*	*46*	*2.4*
1999-2000	*31*	*21*	*67.7*	*40*	*1.9*	*11*	*6*	*54.5*	*12*	*2.0*
TOTAL	*438*	*222*	*50.1*	*537*	*2.4*	*147*	*94*	*63.9*	*234*	*2.5*

Source: SSRHC Database

and many continued to do so without entering into formal partnership agreements[13]. Similarly, as demonstrated in the *Strategic Grants Programs Review Final Report* of 1996, formal partnership agreements do not always lead to the meaningful involvement of partners in the research process or in the dissemination of research results. This question will thus require closer attention in a subsequent chapter of this report.

3.5 Characteristics of Research

The aggregate data supplied by the SSHRC Database also provides a useful preliminary impression of the type of research about women that has been undertaken during the first seven years of the *Women and Change* program.

Proposals by Research Discipline

The application forms submitted to SSHRC enable the principal investigator to identify the primary and secondary research disciplines which best describe the project developed by his or her research team. It is not surprising, given the preeminence of the social sciences among principal investigators and the other members of research teams, that the vast majority of proposals would also be identified with social science disciplines. Table 3.5.1 identifies those disciplines most frequently selected as the primary and secondary research disciplines. While 29 different disciplines appear on the requests for funding, seven of these disciplines dominate the lists of both primary and secondary research disciplines - chosen as the primary discipline of more than 70.0% of both requests and awards; and selected in almost 60.0% of instances as the secondary research discipline. Here we find the familiar list of social science disciplines: sociology, political science, psychology, law, social work and business administration, as well as education - some of whose sub-disciplines do, however, tend towards the humanities. Humanities disciplines, on the other hand, are rarely referred to: in requests for funding, philosophy appears once as primary discipline, the fine arts, twice, and modern languages,

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[13] *Women and Work: Feminist Research in Progress*, p.102-104.

three times. Religious studies, communications and history are identified more frequently as the primary research discipline than are other humanities subjects (42 appearances) but as a result of their below-average success rate, only 9 of these requests were funded, a 21.4% success rate easily outperformed by social work (41.1%), sociology (44.4%), political science (54.5%) or law (66.7%).

Despite the dominance of discipline-based research projects, the analysis of the research discipline of the proposals does provide some evidence of *Women and Change*'s success in achieving one of its goals as a strategic theme, the promotion of interdisciplinarity. Table 3.5.1 shows that a significant number of proposals were described by the principal investigator as interdisciplinary, whether instead of, or in addition, to a discipline-based designation. Eleven per cent of requests for funding were for projects described as primarily interdisciplinary; except for sociology, interdisciplinary was the most frequent preferred description of both requests and awards.

Proposals by Research Area

What research areas were of particular interest to applicants to the *Women and Change* Program? What kinds of change, which aspects of women's experience did they choose to study? The following tables provide an initial response to these questions, based upon the examination of the data provided by the applicants themselves, when asked to select one or two research areas (from a list of 28) as the best description of their research proposal. The following analysis focuses on the theme identified as the primary research area, except in those cases where "women" appears as the first choice; in those instances, the secondary research area was included instead.

Distribution of Research Areas

The examination of the detailed Table found in Appendix E shows, first, that the 28 research themes (other than *Women*) predefined by SSHRC were not of equal interest to researchers and jury members. On the contrary, there is a remarkable concentration of both applications and awards in five

Table 3.5.1

The Leading Research Disciplines,

According to the Primary and Secondary Research Disciplines of the Project,

Requests and Awards, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

	Primary Discipline				*Secondary Discipline*			
Discipline	Requests #	Requests %	Awards #	Awards %	Requests #	Requests %	Awards #	Awards %
Sociology	81	18.5%	36	24.5%	51	11.6%	23	15.6%
Interdisciplinary	50	11.4%	18	12.2%	14	3.1%	6	4.1%
Political Science	22	5.0%	12	8.2%	22	5.0%	10	6.8%
Education	52	11.9%	11	7.5%	38	8.7%	9	6.1%
Psychology	43	9.8%	10	6.8%	50	11.4%	13	8.8%
Law	12	2.7%	8	5.4%	11	2.5%	4	2.7%
Social Work	17	3.9%	7	4.8%	35	8.0%	14	9.5%
Management	39	8.9%	7	4.8%	33	7.5%	10	6.8%
SUBTOTAL	*316*	*72.1%*	*109*	*74.1%*	*254*	*58.0%*	*89*	*60.5%*
All Others	118	26.9%	36	24.5%	120	27.4%	35	23.9%
Not Specified	4	0.9%	2	1.4%	64	14.6%	23	15.6%
TOTAL	*438*	*100.0%*	*147*	*100.0%*	*438*	*100.0%*	*147*	*100.0%*

Source: SSHRC Database

fields. Together these five leading research areas - *employment and labour, health, education, law and justice,* and *social development and welfare* - account for 50.0% of requests and 54.0% of awards. The most "popular" theme by far was *employment and labour*, an area closely linked to *Women and Work*. Between 1993 and 1999, 15.0% of requests (65 of 438) and 16.0% of awards (24 of 147) were for projects with this focus.

Of the 23 remaining research areas, three stand out, as they also represent fairly important concentrations of both requests and awards: management, family, and politics and government. Together, these constitute a further 16.2% of requests for funding, and 15.6% of awards granted. Just under 30.0% of research areas thus account for fully two-thirds of requests and 70.0% of awards granted since the creation of *Women and Change*.

By way of contrast nine research areas attracted two applications or less, while receiving at most a single award, during those same seven competitions - leisure and recreation, ethics, energy and natural resources, transport, environment, international relations, development and trade, population studies, literacy, northern development. A further two research areas proved slightly more attractive to researchers, but no more successful in competition: these were finance & money, with four applications but only one award, and the elderly, with six applications but no awards.

Success Rates

Overall, patterns of distribution of requests and awards are remarkably similar. The examination of the success rates of various research areas confirms this finding. The success rate for the five leading themes, 35.3%, was slightly higher than the success rate observed overall, 33.6%, while that of the remaining 23 research areas was 30.7%. These variations are slight and suggest that decisions made by the adjudication committees tended to reflect the thematic strengths and weaknesses of the applications submitted to the various annual competitions.

Nevertheless, some research areas stand out for their above-average success rates. Of the five

leading areas, this was the case for health (40.0%) and law and justice (45.2%). In the category "other research areas", this was true of politics and government (53.8%), multiculturalism (50.0%) and poverty (60.0%). In addition, a host of research themes which were rarely the focus of applications submitted to *Women and Change* fared extremely well in competition. Leisure and recreation, ethics, energy and natural resources, transport and the environment all experienced success rates of between 50.0% and 100.0%.

However, other research areas appear to have had surprisingly low success rates. These themes were all clearly the object of considerable interest and work within the scholarly community, yet tended to fare poorly in competition. Unless the applicants' files, evaluators' comments and committees' judgements are examined, it is difficult to understand both the quite low success rates of themes which are nevertheless well-represented - education (28.0%) and management (25.7%) and the limited support provided to children and youth (3 of 14 requests funded), science and technology (3 of 15 requests funded), communications (2 of 11 requests funded) and the elderly (0 of 6 requests funded).

Chronological Evolution of Research Areas

The examination of the evolution of the leading research areas from 1993 to 1999, first on a yearly basis, then by looking at three time periods (the initial year of the competition, 1993-1994, then two three-year intervals, 1994-1996 and 1997-1999) indicates that the relative importance of the leading research areas did not remain stable.

Yearly observations

Overall, there is a clear pattern in the evolution of the number of total requests and awards during the lifetime of *Women and Change*. However, the analysis of research themes in Appendix D shows a much more uncertain tendency. Thus, in any given year, the five dominant themes can represent anywhere from 43% to 58.8% of requests, and from 46.7% to 71% of awards. In terms of

TABLE 3.5.2

Chronological Evolution of Numbers of Requests and Awards, for Leading Research Areas, by Year, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Research areas	1993-1994		1994-1995		1995-1996		1996-1997		1997-1998		1998-1999		1999-2000	
	R.	A.	R.	A.	R.	A.	R.	A.	R.	A.	R.	A.	R.	A.
Leading Research Areas														
Employment & Labour	19	4	12	6	7	4	4	1	6	2	12	6	5	1
Health	10	1	1	1	7	4	3	2	7	3	8	4	4	1
Education	26	5	4	3	6	3	7	2	1	0	3	0	3	1
Law & Justice	10	2	6	3	5	4	4	2	2	1	2	1	3	1
Social Development. & Welfare	8	3	3	1	5	2	6	1	4	1	4	3	4	1
SUBTOTAL	73	15	26	14	30	17	24	8	20	7	29	14	17	5
Relative weight of Leading Areas (%)	50.0	46.9	43.3	50.0	58.8	71.0	43.6	61.5	46.5	46.7	55.8	58.3	54.8	45.5
TOTAL	146	32	60	28	51	24	55	13	43	15	52	24	31	11

Source: SSHRC Database

the diversity of research areas represented in the proposals submitted, the pattern can be described as moving from an equal representation of two groups - the five dominant themes, on the one hand, and all remaining 23 themes, on the other - in the first year of competition, through alternating periods of greater and lesser diversity between 1994 and 1997 (with the dominant themes declining in importance in three of these years), to a strengthening of the position of the dominant themes in the past two years. In terms of awards, however, the pattern is different, with the five leading themes gathering only 46.9% of awards in 1993 but rising to a virtual stranglehold in 1995 and 1996, when 60.0 to 70.0% of awards were made to proposals focussed on these five research areas. Since, 1997, however, a larger proportion of awards have been made to projects expressing other research interests.

Evolution of leading research areas by time period

Three time periods were selected: the first year of the competition, which attracted an extremely large number of proposals and represents perhaps an ideal moment for taking stock of the relative weight of different research areas within the feminist community. Subsequent years' requests and awards are divided into two three-year periods. The rationale for this division is essentially convenience and symmetry. However, it is interesting to note that the latter period corresponds to the establishment of the *Independent Policy Research Fund* at Status of Women Canada and the first competitions and awards under that program.

The data presented in Table 3.5.3 suggests a number of conclusions about the direction of research about women within the *Women and Change* Strategic Program.

The relative importance of the five leading themes shifted during the period under review. Initially, education and employment were the clear leaders in terms of both requests and awards, with health, law and justice, and social development and welfare representing a far less significant number of requests, as well as fewer awards. Between 1994 and 1996, however, the gaps between themes within the leading group lessened, as health and law and justice in particular were the themes identified

in growing numbers of requests and awards. Finally, in recent years, while employment and labour and health were the most important research areas, and social development and welfare increased its relative importance amongst both requests and awards, the two remaining themes - law and justice, and education - underwent a notable decline.

The leading research area, employment and labour, was extremely important throughout the period. Already well established in the first year's competition, where it ranked second only to education in numbers of requests and awards, employment and labour grew in both absolute and relative importance in subsequent years (1994-1996) and even strengthened its relative position in 1997-1999.

The second theme in importance, health, experienced a somewhat different trajectory. Although a significant number of proposals on health topics were submitted in 1993, they recorded a very low success rate (10.0%). In the next interval, the number of requests remained steady, but fully 63.4% were granted awards. This theme has generated even greater interest during 1997-1999, and its share of the total awards has grown from 10.7% in 1994-96 to 16% in 1997-99.

Like health, the theme of social development and welfare has grown significantly in importance since 1993, primarily in terms of the number of requests made. However, unlike health, this theme has always benefitted from a relatively high success rate, with more than 40.0% of proposals submitted between 1994 and 1999 receiving awards. The relative importance of this theme within the top five has also grown by virtue of the declining interest in the themes of education, and law and justice. This decline has been particularly marked in the case of education, with the number of requests declining from 26 in the 1993 competition to merely seven in the three years from 1997-1999; corresponding declines can be seen in the number of awards granted. The comparison of the years 1994-1996 and 1997-99 sugggests that this decline has been precipitous. The experience of law and justice is more complex: the numbers of applications in this area declined from 15 to 5 between 1994-1996 and 1997-1999, however the applicants in this area experienced great success: on average, 60% of requests made since 1994 have been successful. Nevertheless, with fewer requests, the issues

TABLE 3.5.3

Chronological Evolution of Numbers of Requests and Awards, for Leading Research Areas, by Time Period, Women and Change Strategic Theme, 1993-1994 to 1999-2000.

Research Area	1993-1994 Requests	1993-1994 Awards	1994-1995 to 1996-1997 Requests	1994-1995 to 1996-1997 Awards	1997-1998 to 1999-2000 Requests	1997-1998 to 1999-2000 Awards
Leading Research Areas						
Employ. & Labour	19	4	23	11	23	9
Health	10	1	11	7	19	8
Education	26	5	17	8	7	1
Law & Justice	10	2	15	9	5	3
Social Dev. & Welfare	8	3	14	4	12	5
SUBTOTAL	*73 (50.0%)*	*15 (46.9%)*	*80 (48.2%)*	*39 (60.0%)*	*66 (52.4%)*	*26 (52.0%)*
Other Research Areas						
Management	11	1	15	6	9	*2*
Politics & Government	2	1	5	*2*	6	4
All others	60	15	66	18	53	18
SUBTOTAL	*73 (50.0%)*	*17 (53.1%)*	*86 (51.8%)*	*26 (40.0%)*	*60 (47.6%)*	*24 (48.0%)*
TOTAL	*146 (100.0%)*	*32 (100.0%)*	*166 (100.0%)*	*65 (100.0%)*	*126 (100.0%)*	*50 (100.0%)*

Source: SSHRC Database

related to law and justice necessarily occupy a smaller place in research funded under *Women and Change*.

A final comment is in order with respect to two research areas which, while not in the top five, have consistently attracted interest from the scholarly community: politics and government, and management. The latter theme has been one of the most popular in terms of the number of requests since 1993. After experiencing an abysmal success rate in that first competition, results have improved. In both 1994-96 and 1997-99, management has "outperformed" at least one of the leading five themes in both numbers of requests and awards. As for politics and government, numbers of requests and awards have grown steadily since 1993; for the most recent period, it can be considered one of the leading research areas, and one with an exceptionally high success rate (66.7%).

A classification and analysis based upon selections from a list of predefined research areas offers an enlightening but approximate view of the research and policy issues addressed in proposals funded by *Women and Change* between 1993 and 1999. This question will be examined in greater detail in the next chapter of this report.

3.6 Summary

From its inception in 1993 through the 1999-2000 competition, the Strategic Theme program *Women and Change* attracted 438 applications and provided funding to 147 research proposals. Interest in the program has evolved through three distinct stages: a very enthusiastic and strong response in 1993-1994, a levelling off to a more moderate yet still sustained level of interest in the following five years, followed by a further reduction in the number of applications in 1999. The number of proposals receiving funding has also declined progressively, from a high of 32 in the first year, to only 11 in the 1999 competition. Candidates seeking funding have been slightly less successful than their counterparts in other SSHRC Strategic Themes or in the Standard Research Grants program; however, success rates have fluctuated considerably and the lower average rate is partially the reflection of the very high level of demand in 1993.

Women and Change provided various types of support to scholars: research grants, research network grants, research workshop grants and partnership development grants. Research grants attracted the vast majority (80 to 90%) of applications, awards and funding between 1993 and 1999. Workshops and networks accounted for approximately 10%, while partnership development grants proved to be the least popular of the research options.

The analysis of the broad characteristics of the research activities supported by *Women and Change* suggests that the program was quite successful in achieving a number of the goals of strategic research. It fostered collaborative, multidisciplinary, partnered research. The dominant research model within the program has been collaborative - only 13% of proposals and awards involved a single scholar. Research teams have tended to become larger over the lifetime of the program, within increasing support for teams of 4 or more scholars. This represents a significant change from the experience of *Women and Work*, where most principal investigators worked alone. The trend toward increased collaborative research also contributed to a greater level of multidisciplinarity within research teams. Similarly, two-thirds of the funded proposals linked scholars with partner organizations. Again, when compared with *Women and Work*, the strides made toward partnership with a variety of organizations were remarkable; in the last years of the former program, only 25 to 40% of awards involved partners.

Despite these successes, *Women and Change* experienced some of the difficulties which plagued other Strategic Themes, including *Women and Work*. In spite of earlier concerns about the limited participation of humanists in *Women and Work*, and explicit calls for greater efforts to correct this imbalance, *Women and Change* attracted few scholars from the humanities. The proportion of principal investigators from humanities disciplines in fact declined, largely because of the apparent withdrawal of feminist historians from strategic research. Similarly, humanists were generally poorly represented in teams lead by scholars in other disciplines. On the other hand, *Women and Change* was able to attract many scholars from the natural and medical sciences and encourage their collaboration with social scientists.

The aggregate data also suggests that there were regional inequalities in establishing the research model valued by the Strategic Themes program. Collaborative, multidisciplinary and partnered research about women and women's issues continued to be far more strongly entrenched in Quebec than elsewhere in Canada. As a result, Quebec institutions (particularly UQAM and Laval) experienced extremely high levels of success within *Women and Change*. The impact of this concentration was reinforced by the tendency of collaborative efforts to remain bound by institutional and geographic proximity. Almost 50% of research teams were composed of scholars from the same institution and almost 55% of teams brought together scholars residing in the same metropolitan area. As a result, the diffusion of this research model and the development of interregional and inter-institutional patterns of collaboration occurred slowly. And they were more likely to take place within research networks and research workshops than in research projects.

The aggregate statistical data also provides a first impression of the types of research issues examined by scholars working within the framework of *Women and Change*. The evidence points to significant research about a limited number of themes throughout the whole period. It further suggests that were was continuing interest in the theme of *Women and Work*, despite the demise of that program. The emergence of health, and social development and welfare as important research themes is also noteworthy.

The following chapters will provide a more detailed analysis of the research proposals themselves and of the results which they generated, as well as an assessment of the role of partners and the program's contribution to the development of policy.

Chapter Four

Women and Change: Advancement of Knowledge

4.1 Objectives of the Program

As indicated in an earlier chapter, *Women and Change* emerged from the broad consultation undertaken as part of the evaluation of *Women and Work*. That evaluation sought to determine not only what major themes had been addressed by research funded during the program's lifetime, but also whether important issues relating to women and work required further analysis. The identification of these outstanding issues was set within a broader analysis of the priorities of the woman's movement and of feminist scholarship as a whole. As a result, in the months preceding SSHRC's introduction of the *Women and Change* Strategic Theme, the academic community and Canadian women's organizations had the opportunity to identify a host of concerns which they considered to be of strategic importance. Divergent perspectives emerged with respect to how the Strategic Themes Program could best respond to these sometimes competing research agendas, divergent perspectives which *Women and Change* sought to reconcile.

In assessing how *Women and Change* has advanced knowledge about women in Canadian society, it is thus important to take both the specific research program set out in *Women and Change* and the wider set of research and policy concerns identified during the 1992 evaluation and consultation into account. In examining the research proposals funded since 1993 and the results of these endeavours, both the specific and broader sets of expectations regarding this program will be considered.

4.1.1 Understanding Change, Understanding Women's Experience

As its title indicates, *Women and Change* is intended to further the understanding of the rapidly evolving experiences of Canadian women and of the institutions and organizations in which they participate, to increase knowledge of how and why these institutional and experiential changes

are taking place, to document how women are responding to and shaping these transformations, and finally to promote policies and programs which will enhance the equal participation of women in Canadian society. Change itself, change in all its complexity and in its myriad manifestations, is what this Strategic Theme is about. Similarly, Canadian women, in all their diversity, are the intended focus of the research agenda set out in the guidelines to this Strategic Program. It is no doubt useful to briefly recall how the scholarly objectives of the program are formulated:

- to develop both general approaches and new analytical methods to understand the dynamics and significance of global or specific aspects of change for women or for specific groups of women;

- to document, question and reconceptualize the directions, limits, meanings and effects of major social and cultural changes for women as well as their own responses, resistances and initiatives concerning these changes;

- to enhance understanding about the relations between the changes taking place in society and the ways in which women - from various backgrounds and at different points in their lives – experience, influence, and adapt to such changes;

As later sections of this chapter will illustrate, the research supported by *Women and Change* has addressed all of these central issues. Projects have examined the macro-social determinants of change. They have examined the impact of changes occurring in a variety of areas - the economy, the state, the family, science and technology, etc. - on women's lives. They have examined women's experiences and perceptions of change. They have examined the ways in which women's presence and participation have changed various institutions. They have examined how women and their organizations have devised strategies to effect or to resist change. Research proposals funded by *Women and Change* have also focussed on the development of new theoretical perspectives and methodological approaches. Collaboration with partners has also favoured action research and evaluative research, while the support provided to research networks and workshops has favoured dissemination and infrastructure activities which have reinforced the interventionist thrust of much feminist research.

4.1.2Responding to Research Gaps

As the second strategic theme devoted to women's issues, *Women and Change* was designed not only to meet these broad scholarly and social objectives, but also to correct some of the shortcomings of the earlier program. As indicated in Chapter Two, in 1993 far greater emphasis was placed on the need for pragmatic, policy-relevant research - research which either focussed on specific policies and their implementation, or research whose conclusions were intended to inform policy makers or assist organizations in formulating recommendations or in delivering programs. The value placed on pragmatic research thus simultaneously extended, reinforced and reshaped the traditional bonds between feminist scholarship and action research. *Women and Change* was also intended to further strengthen the interdisciplinary orientation of much feminist scholarship. Regretting that *Women and Work* had failed to nurture more interdisciplinary work, the proponents of *Change* as the focus of the new theme anticipated that by selecting a topic which transcended established fields of enquiry, new ways of looking and understanding might be encouraged.

Finally, in addition to highlighting these general shortcomings, the assessment which preceded the creation of *Women and Change* identified a number of specific research issues which required further attention. Whether rooted in the evaluation of the scholarship of *Women and Work*, or in the contemporary challenges of the women's movement, a number of convergent themes emerged. These expressed a common concern that research about women did not pay sufficient attention to "Difference", to the diversity of experiences shaped by class, race, ethnicity, sexual orientation, geographic context, and age, and thus to the specific forms of discrimination which severely marginalised certain women. It was feared that the failure to recognize, and to examine, this diversity would hinder the efforts of the women's movement to respond to the needs of marginalised women and to promote the equal participation of all women in Canadian society. While the language of the objectives of *Women and Change* was quite neutral, evoking "women in general or... specific groups of women" and women "from various backgrounds and at different points in their lives", the evaluation of *Women and Work* had spoken much more forcefully of the strong support within the community for a theme focussed on *Women, Marginalization and Equality* and of the pressing need

for research "on how women are marginalised culturally and institutionally and how they can resist or overcome marginalization"[1].

In attempting to understand the contribution of *Women and Change* to the development of research and researchers in the area of *Women and Change*, we must bear in mind not only the specific objectives set out in the Guidelines to the program, but also the context in which those objectives were formulated. This context - the state of scholarship, the composition of the research community, the concerns of the women's movement - would determine in large measure how the broad scholarly and policy objectives of *Women and Change* would be interpreted.

4.2 Research Themes: Patterns and their Evolution

4.2.1 Women and Work: an Unfinished Agenda

Since the early 1980s, in large measure because of the *Women and Work* Strategic Theme, many dimensions of the changing workplace and of women's evolving relationship to work have been examined by scholars. Since 1993, the interest in this research theme has remained significant, reflecting no doubt the abiding interest in this fundamental transformation in the lives of contemporary Canadian women. The information presented in Table 4.1 illustrates some of the strong elements of continuity which have characterized research about women and work during the past two decades; it also identifies some of the issues which have come to the fore in recent years.

Profiles of specific professions, occupations and workplaces

Scholars have demonstrated a sustained interest in examining the changes occurring in specific professions and occupations, as well as the transformations in the career patterns of women in business and management. Together, both of these areas accounted for a third of projects funded in the latter years of *Women and Work*; they represented an even larger proportion (45.2%) of

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[1] *Women and Work: Feminist Research in Progress*, p.201.

TABLE 4.1

MAJOR RESEARCH THEMES OF FUNDED PROJECTS,

WOMEN AND WORK, 1987-1991, and WOMEN AND CHANGE, 1993-1999.

THEME	*Number of projects funded, 1987-1991*	*Proportion of projects funded, 1987-1991*	*Number of projects funded, 1993- 1999*	*Proportion of Work-related themes funded, 1993 - 1999*
Specific occupations or professions	*24*	*21.2%*	*27*	*39.1%*
History of women's work	*17*	*15.0%*	*1*	*1.4%*
Career paths, managers and business women	*14*	*12.4%*	*7*	*10.1%*
Labour-market participation	*9*	*8.1%*	*6*	*8.7%*
Socialisation, education and training	*7*	*6.2%*	*5*	*7.2%*
Unionization and labour unions	*7*	*6.2%*	*1*	*1.4%*
Feminist practices, women's knowledge	*7*	*6.2%*	*0*	*0.0%*
maternity, motherhood, family and work	*7*	*6.2%*	*7*	*10.1%*
Attitudes, coping with stress	*6*	*5.3%*	*4*	*5.8%*
Social policies, equity	*5*	*4.4%*	*5*	*7.2%*
Marginalization	*5*	*4.4%*	*4*	*5.8%*
Inequality (wage discrimination, sexual harassment)	*4*	*3.5%*	*1*	*1.4%*
Other	*1*	*0.8%*	*1*	*1.4%*
TOTAL - work	*113*	*99.9%*	*69 (46.9%)*	*99.6%*
TOTAL projects	*113*		*147*	

Source: *Women and Work, Feminist Research in Progress*, p.73.
SSRHC, Women and Change, Files of Successful Applicants, 1993-1999.

projects relating to work between 1993 and 1999. This latter group of 31 studies most frequently examined professions undergoing feminization - whether architecture (DESPRÉS, 1995)[2], engineering (TANCRED, 1994), the media (ROBINSON, 1993; LEBEL, 1993; BOILY, 1994), law (HAGAN, 1995; KAY, 1996; LEIPER, 1998), academia (DAGENAIS, 1994; DRAKICH, 1994; ACKER, 1995; PRENTICE, 1995), or medicine and pharmacy (MUZZIN, 1993; WILLIAMS, 1994) - in order to better understand the obstacles faced by women and how they might be overcome. Most of these studies simultaneously sought to understand how the growing presence of women might in turn transform their institutions and professions. Studies of women managers also addressed these issues (BOND, 1993; RINFRET, 1994), notably through longitudinal studies (MCKEEN, 1994; MCKEEN, 1999) and the examination of women as forerunners of change (LEE, 1996). Finally, one study examined the impact of organizational restructuring on the lives of women managers (PHILLIPS, 1996).

Only one study focussed on women in the manufacturing sector (TREMBLAY, 1993), except as a secondary aspect of another theme relating to work[3], while a single project examined women doing non-traditional manual labour, as the employees of private contract security firms (ERICKSON, 1993). A project examining the conditions of sex-trade workers also received funding (SANSFAÇON, 1993).

Instead, the focus was on more traditional components of the service sector, and on women performing what researchers increasingly referred to as caring labour. A research network linked scholars interested in conceptualizing caring labour and exploring the conditions which shape it (NEYSMITH, 1994); another network illuminated these issues and the shifting boundaries between private and public spheres by placing them within the broader context of restructuring (BAKKER, 1993). In more narrowly focussed analyses, health care workers were represented in studies which

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[2] We have adopted the same practice as the evaluators of *Women and Work*, referring to research proposals by the name of the principal investigator and by year. The complete list of members of each research team, and the titles of the projects are to be found in Appendix B.

[3] See the discussion of the theme of marginalization, below.

centred on the impact of restructuring and technological change on the organization of work (BAUMANN, 1994), particularly in hospitals (LASCHINGER, 1997; TREMBLAY, 1997; NOVEK, 1998). The growing demand which an aging population and the restructuring of the health care system generated for caregivers was also examined (ROSE-LIZÉE, 1999), as were many aspects of their work, whether paid or unpaid (DUCHARME, 1997; PAYNE, 1998; SAILLANT, 1998). A project also examined the growing importance of volunteer labour, specifically parent volunteers in daycare centres (PRENTICE, 1997). It is interesting to note that the only study devoted to the history of women's work also chose to examine health care workers. Instead of the challenges posed by the restructuring of the health care system, this study underlined the difficulty of providing health care in Québec's remote regions prior to the health care reform of the 1970s (ROUSSEAU, 1995).

Education and work, the next most important research theme addressed by the *Women and Work* program between 1987 and 1991, continued to attract scholarly interest during the lifetime of *Women and Change*. A number of researchers explored the relationship between education and work, both at the high school level (AHOLA-SIDAWAY, 1993) and at university, with a focus on the factors and strategies favouring the entry and retention of women in non-traditional professions (ACKER, 1995) and in science (SCHULTZ, 1996; MADILL, 1997). The last project in this group studied teacher training (SMITH, 1996) and recommended measures to promote gender-equitable schooling.

During the past decade there has been a substantial decline in strategic research examining the history of women's work, although this topic continues to be the focus of much research funded in other SSHRC programs[4]. There has also been a reduction in both the number and proportion of funded projects examining unionization (LEGAULT, 1998) and feminist practices[5]. At the same time,

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[4] See *SSHRC Support for Projects on Women and related areas, 1991-1992 to/à 1998-1999/Appui accordé par le CRSH à la recherche sur les femmes et les domaines connexes*, Ottawa, SSHRC, January 13th, 1999.

[5] In the latter instance, however, it may be more appropriate to speak of a shift in perspective rather than a decline, as research examining feminist practices proved less likely to focus exclusively on work-related issues.

there was greater interest in a range of issues deemed deserving of further study by the 1992 evaluation. These changes are most evident in two areas: pragmatic policy-oriented research and the study of the relationship between work and family.

A new focus on policy

Interest in pragmatic policy-oriented research is visible in most of the 11 projects (or almost 18% of those dealing with work) which examined labour-market participation, the impact of social policies on women's work and inequality in the workplace[6]. Only one project focussed primarily on women's experience of inequality - a study of sexual harassment (WELSH, 1995), whereas most examined women's inequality as part of a larger research program aimed at understanding, evaluating or transforming existing social programmes, gender equity or labour market policies (for example, BOYD, 1993). Some projects focussed on a particular group of women (DOOLEY, 1995) or a particular program or policy, attempting, for example, to understand the barriers preventing women from acquiring the skills required to perform non-traditional jobs (LEGAULT, 1998), to examine innovative training programs for women on social assistance (LITTLE, 1998) or to evaluate the incidence of federal and provincial childcare policies (ROSE, 1993). Others were more comprehensive, examining the impact of a broad range of public policies on women's equality in the labour marker (JONES, 1993) or scrutinizing innovations in labour market policy (CAMERON, 1993; CAMERON, 1995). These projects appear to be have been a response to the need - expressed in the 1992 evaluation - for inquiries relating more directly to policy formulation. Certainly many of these applications were submitted soon after the evaluation of *Women and Work*. Similarly, these projects appear to have responded to the call for analysis of "important economic issues and policies"[7]. Indeed, it must be noted that employment equity and sexual harassment did not dominate this group of policy-oriented projects; instead, the majority were concerned with labour market policies to cope with the consequences of the restructuring of the economy. The historical evolution

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[6] A host of other projects, discussed in other sections of this chapter, also paid considerable attention to policy issues.

[7] *Women and Work: Feminist Research in Progress*, p. 71-72.

of social policies and their relationship both to women's paid labour and to their other sources of income were also examined by a research team, expanding the analysis of policy to the early years of the Welfare State (FINGARD, 1996).

The articulation of family and work

The consequences of women's increased participation in the paid labour force on family life, including mothering and unpaid work in the home, have attracted consistent scholarly interest since the early days of *Women and Work*. The articulation of work and family continued to be an important theme for *Women and Change*. Eight projects were funded, covering a range of issues, some quite specific: assessments of the impact of returning to work on the health of new mothers (SÉGUIN, 1995), of the impact of on-site daycare (LEE, 1994) as well as of flexible working hours (DUXBURY, 1993) on the work-family relationship. Other projects were quite broad in scope: (DOMPIERRE, 1993; VANDELAC, 1993; KEMPENEERS, 1994). One particularly innovative project explored the impact of the organization of urban space on the articulation of work and family (PICHÉ, 1994). However, it is interesting to note that most of these projects were funded in the first two years of *Women and Change*.

Coping with stress

Many of the projects examining the working and family lives of women, and already identified above, devoted considerable attention to the stress which women experienced. Other projects made the impact of work on women's health their primary focus, paying particular attention to the stress experienced by workers in the health care sector. Of the four funded projects in this category, three examined workers in the caring professions as they attempted to cope with the restructuring of hospital work (WOODWARD, 1996), greater job insecurity (PÉRODEAU, 1996), and the increased demands placed upon community-based health and social service agency workers (DENTON, 1996). The fourth project examined the work-related stress of clerical workers (LONG, 1999).

Marginalised Workers

In 1992, the evaluators of *Women and Work* demonstrated that the work experience of minority women had been a neglected and underfunded research topic. The situation has not changed substantially in the intervening years. Only four of the 69 proposals funded examined the working lives of immigrant women or women belonging to visible minorities (DAS GUPTA, 1994; MUSISI, 1994; LEAH, 1995; SHARIF, 1998), and only one of these was a research project. Interestingly, two of these projects also focussed on themes that occupied a marginal place on the women and work research agenda: unionization and work in manufacturing (in the form of homework).

Beyond Women and Work: New Concerns and New Approaches

Despite the depth and quality of research relating to women's work experiences supported during the lifetime of the *Women and Work* program, this remained the predominant theme of *Women and Change*, accounting for more than 40% of all funded projects since 1993. As the detailed examination of these projects has shown, the research activities of recent years have pursued many of the areas of inquiry opened up by earlier research, while simultaneously innovating in a number of important ways. The study of particular professions, which had dominated the earlier program, continued to attract a number of scholars; as a result, the professions continued to be over-represented. On the other hand, many of the research gaps identified in the *Women and Work* evaluation have received additional attention from scholars. This is clearly visible in the many projects which attempted to focus more directly on policy concerns. However, other important issues continue to be under-represented: this is particularly true of research about the inequality experienced by women belonging to various ethnocultural communities.

While the recommendations contained in the 1992 evaluation were no doubt influential, the evolution of research about women and work was also shaped by the evolving social and economic context. The responsiveness of *Women and Change* to changes occurring in Canadian society is particularly evident in the strong representation of health care workers in the research funded since

1993. Changes in the Canadian health care system, occurring during the 1990s, profoundly altered the work of health care professionals and placed new burdens upon women caring for family members at home. These transformations raised new theoretical issues as well, and a number of projects explored the meaning of caring labour as well as the significance, for women, of the retreat of the state and resulting reconfiguration of the public/private divide.

Research about women and work also responded to the restructuring of the economy and of the labour market. A number of studies focussed on the impact on working women of new divisions of labour, as well as of technological and organizational change. The focus on job-training and job-retraining programs can also be linked to pressing policy debates. The consequences of these social transformations were also visible in other themes present in funded research, as the further analysis of *Women and Change* will make abundantly clear.

4.2.2 Other Major Research Issues Addressed by Women and Change

There are of course many ways of trying to making sense of the variety of research proposals funded by *Women and Change*. In addition to the projects identified above, which sought to enrich our understanding of the changing world of women's work in so many ways, there are a number of other significant clusters of projects. These can be grouped according to a selection of themes which have some legitimacy in terms both of feminist scholarship and the research agenda of the Canadian women's movement and agencies promoting the advancement of women.

Women, Marginalization and Equality

In 1992, there were two candidates for the succession to *Women and Work* as a Strategic Theme aimed at promoting the equality of women in Canadian society. The theme not chosen was *Women, Marginalization and Equality*. Nevertheless, the serious consideration given this theme suggests that numerous women's groups and scholars identified poverty, discrimination, racism, sexual harassment, violence and low levels of literacy as problems which merited further examination. Those who promoted this theme also called for the examination of strategies to reduce or eliminate

their causes, particularly strategies developed by the women themselves. The examination of the research projects funded by the *Women and Change* program confirms the importance of these research issues over the past years (see Table 4.2).

Women and violence

Violence against women, girls and children has long been an important policy and research issue. This theme was accorded an important place on the research agenda of the *Canadian Advisory Committee on the Status of Women*, and subsequently of *Status of Women Canada*; research in this area was able to make substantial progress thanks to the creation, in 1991, of five Research Centres on Family Violence and Violence Against Women co-funded by SSHRC and the federal Family Violence Initiative[8]. This concentration of human and institutional resources, as well as the crucial role played by these research centres in linking scholars and community organizations, contributed to the high level of representation of this theme in the *Women and Change* Program. In fact awards were made to researchers with links to the Muriel McQueen Ferguson Centre for Family Violence Research, the Centre for Research on Violence Against Women and Children in London, Ontario, the Centre de recherche interdisciplinaire sur la violence familiale et la violence faite aux femmes of Montreal and Quebec City, as well as the Manitoba Research Centre on Family Violence and Violence Against Women in Winnipeg.

Since 1993, 19 funded projects, developed by researchers in a range of disciplines, have examined violence against women, girls and children. They have dealt with the legal, health, social service and cultural dimensions of violence, and addressed a variety of specific issues. These include the long-term consequences of childhood sexual abuse on physical and mental health (RUNTZ, 1995), the prevention of violence, the services provided to victims and the encounters between victims and the criminal justice system. The research on prevention of violence varies, with some projects

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[8] The experience of these five Research Centres, as well as the research areas given priority by each Centre are outlined in *Democratizing Excellence: The Experience of the Research Centres on Family Violence and Violence Against Women*, Ottawa, Public Works and Government Services Canada, 1999.

TABLE 4.2

FUNDED PROJECTS, 1993-1999, WHOSE MAJOR RESEARCH THEMES CONTRIBUTE TO AN UNDERSTANDING OF THE MARGINALIZATION OF WOMEN

Major Research Themes	*Number of Projects funded*		*As a % of projects relevant to the marginalization of women*
Violence against women, girls	*19*		*54.3%*
Poverty	*2*		*5.7%*
Immigrant women, women belonging to ethno cultural and visible minorities	*3*		*8.6%*
Women with disabilities	*1*		*2.9%*
Underprivileged elderly women	*1*		*2.9%*
Single mothers	*2*		*5.7%*
Strategies to overcome poverty and marginalization	*7*		*20.0%*
SUBTOTAL	***35***	***35***	***100.1%***
SUBTOTAL - work theme		***69***	
Marginalization and discrimination in workplace (previously identified)	*10*		
OTHER PROJECTS		***43***	
TOTAL ALL PROJECTS		***147***	

Source: SSRHC, *Women and Change*, Files of Successful Applicants, 1993-1999.

emphasizing the study of the factors contributing to violence against women - whether the focus be women's and girls' perceptions of violence (FRY, 1997), the study of patriarchal values (CHAMBERLAND, 1994) or intergenerational cycles of violence (HORNOSTY, 1993); another promoted prevention through school programs about dating violence (JOSEPHSON, 1996). Still other projects attempted to develop strategies and policies of prevention through action research (BYERS, 1994) or through the examination of environments and activities which put women at risk (GAGNON, 1994). A fourth field of study was the care and support offered victims of violence, whether by their families (CYR, 1997) or various agencies; these latter studies paid particular attention to the evaluation and improvement of existing programs (TUTTY, 1995; HARRIS, 1995). A further group of studies centred on the criminal justice system, examining the social and psychological consequences for the complainants (FELDTHUSEN, 1995; OUELLET, 1996), the judicial process itself and the various factors affecting the legal outcomes. (BAVELAS, 1993; URSEL, 1995) as well as the capacity of the criminal justice system to ensure the safety of women survivors (JACKSON, 1998). At the intersection of treatment and justice stands a project examining the Canadian Forces' response to women abuse (HARRISON, 1997). The cultural expression and significance of violence have also been studied: a project analyzed women's stories of violence and abuse (SHEPPARD, 1994) while a partnership development grant and subsequent research project examined the public commemoration of victims of violence (LEACH, 1998; LEACH, 1999). This theme generated interested throughout the lifetime of *Women and Change*, although the particular issues examined varied considerably.

Understanding other forms of marginalization

Research on women and violence has dominated the study of the marginalization of women and of responses to that marginalization. The remaining 14 funded projects presented in Table 4.2 provide only limited coverage of the various forms of disadvantage experienced by women: the burden of poverty (LABERGE, 1999) and economic vulnerability (AREND, 1994), of teenaged single parenthood (RAINS, 1994; CALLAHAN, 1999), of old age (ARONSON, 1998), of physical disability (YOSHIDA, 1997). Similarly, few researchers have examined the discrimination and

hardships faced by women of colour: two projects studied native women (TOWLER, 1993; JACCOUD, 1998), while a larger and more ambitious research team attempted to chart the role of race and gender in the construction of Canada (STRONG-BOAG, 1993). Researchers concerned by the experience of disadvantaged women have devoted as much attention to the creativity and resourcefulness of marginalized women and groups working with them, as they have they have to the study of the barriers to equality which these women face. Seven funded projects have examined the strategies devised for combating poverty and isolation: the activism of homeless women (ANDERSON, 1995; BRIDGEMAN, 1998), the social support systems of immigrant women (ROSE, 1995; AGNEW, 1998) and of poor women (FOURNIER, 1994; CARON, 1997; CARON, 1998). The latter three projects, all based in Québec, draw upon the concept of "l'économie sociale" and explore both its possibilities and limitations.

In addition, however, many of the research projects centred on women and work also contribute to a better understanding of marginalization. Some of these studies examine the working lives of immigrant women, while others provide an analysis of the experience of vulnerable workers -whether employed in the sex trade or as homecare workers, of the handicaps which limit their full participation in the labour market, and of the discrimination which they face on the job. While it is true that in a period of significant economic restructuring many women workers can be considered vulnerable, the concept of marginalization must be understood, I think, in a more restrictive sense. From this perspective, it is likely that 10 of the 69 funded projects linked to the theme of women and work also intersect with the theme of marginalization.

A Diversity of Other Research Themes

Approximately 40% of funded projects cannot easily be encompassed by the two broad themes described above. These individual research topics can be organized a variety of ways and many distinct patterns of meaning could no doubt be delineated. Table 4.3 below represents an attempt to order these remaining projects according to some of the types of change discussed in the field description of the *Women and Change* Strategic Program. While some of these themes may be

considered to have occupied an intrinsically marginal place on the feminist research agenda - for example culture and the visual arts, others appear marginal only because of the lense which has been used to analyse research funded under *Women and Change*. For example, the category "law and justice" includes only two projects, because many proposals belonging to this category have already been considered in sections 4.1 (e.g., the careers of women lawyers) and 4.2 (e.g., the legal dimensions of violence against women) of this chapter. Nevertheless, the residual categories do make it possible to observe some interesting trends.

The three most important categories represented in Table 4.3 together account for almost 50% of these residual proposals. All examine complementary aspects of the increasing participation of Canadian women in the public sphere during the past century, particularly during the past few decades. They analyse their involvement in politics - whether as citizens, members of political parties or elected representatives (e.g., COHEN, 1995; MAILLÉ, 1998 and TARDY, 1996). Their role as leaders or active members of other social institutions, like the church (CARON, 1993; CARON, 1994) and the environmental movement (WRIGHT, 1993), is also documented. Finally, a number of these projects examine women's organizations themselves, their culture, decision-making structures, and the strategies pursued in recent years (for example, GUBERMAN, 1998; LAMARCHE, 1995).

This final group of proposals adds a host of new topics, concerns and groups of women to the research programme supported by *Women and Change* since 1993.

4.3 Studying Change Itself

In addressing a wide range of particular issues and problems, all of these projects have contributed in different ways to *Women and Change*'s goal of achieving a better understanding of change itself. Focussing now on change, rather than on specific themes, we may gain fresh insight into the diversity of research funded by this program.

Of the 147 projects already presented, some were primarily theoretical (6 projects or 4.0%)

TABLE 4.3

RESIDUAL FUNDED RESEARCH PROJECTS BY MAJOR RESEARCH THEME, 1993-1999.

Major Research Theme	*Number of funded projects*	*as % of residual funded projects*
Women's organizations: culture, structures and strategies	*8*	*18.6%*
Participation of women in social movements and social institutions	*6*	*14.0%*
Women in Politics and Government	*6*	*14.0%*
Contributions to feminist theory	*6*	*14.0%*
Education	*6*	*14.0%*
Environment; development	*3*	*7.0%*
Law and Justice	*2*	*4.6%*
Women and the City	*2*	*4.6%*
Culture and the Visual Arts	*2*	*4.6%*
Health	*2*	*4.6%*
SUB-TOTAL - residual	***43***	***100.0***
SUB-TOTAL - marginalization	***35***	
SUB-TOTAL - work	***69***	
TOTAL	***147***	

Source: SSRHC, *Women and Change*, Files of Successful Applicants, 1993-1999.

or methodological (1 project or 0.7%) and emphasized the development of general approaches and new analytical methods. This tendency is best exemplified by research like that which sought to develop new models of feminist ecological economics (PERKINS, 1998) or to take stock of feminist critical debates on the visual arts in Canada (BELL, 1995). Similarly, a small number of projects (11 projects or 7.5%) proposed analyses of change at the macro level, either studying the social and cultural causes of transformation from a long term historical perspective (for example, STRONG-BOAG, 1993) or proposing a broad analysis of complex phenomenon which shape women's experience - notably, two studies of restructuring (BAKKER, 1993; NEYSMITH, 1994). Other projects of this type provide ambitious analyses of public policy and the capacity of women's organizations to influence the direction of social change (BRISKIN, 1994).

The vast majority of projects, however, attempted to document and comprehend changes that were more specific and narrowly defined. Thus, they examined the impact on women's lives of changes occurring in a variety of areas (47 projects of 32.0%), whether these changes were the result of the restructuring of the economy and the state (11 projects), the feminisation of certain professions, occupations and social institutions (21 projects), the transformation of the labour market and work place (10 projects) or the spread of new information technologies (5 projects). Most of these projects simultaneously chronicled the dynamics of change and their significance for women. However, a number of other projects (28 or 19.0%) attempted first to document women's experiences, without necessarily placing change at the core of their theoretical framework. These projects detailed a wide range of women's experiences, revealing as they did so how women adapt to changed circumstances, whether aging, immigration or contact with the criminal justice system. Within this second group of projects, a significant proportion were concerned with experiences which could be explicitly linked to the discrimination and victimisation which many women encountered (especially women who were victims of violence). A final group of 3 projects in this category paid particular attention to the voices of the women studied, and to the meanings which they ascribed to their experiences (for example, ARONSON, 1998).

Women and Change was also intended to foster research about women's initiatives to shape

and influence changes, just as it was meant to examine the barriers and the resistance to change which they faced. This goal too seems to have been achieved. Numerous projects (23 or 15.6%) either studied strategies developed by women and their organizations to promote change or themselves contributed, by participatory action research, to the elaboration of such strategies. The transformative potential of such action research emerges from the analysis of projects such as *Violence and Social Change : Action Research for Eliminating Family Violence and Violence Against Women* (BYERS, 1994). A handful of projects (5 of 3.4%) also pursued this objective by devoting particular attention to the activism of women's organizations and their efforts to improve the status of Canadian women. Finally, another 5 projects (3.4%) emphasized instead the study of barriers to change - whether stereotypical representations of women or forms of systemic resistance to equity.

The priority of a final cluster of research proposals (13 or 8.8%) was the examination of policy and programs. These projects were of two kinds: the first sought to understand the impact of specific policies, and changes in policy, on women's condition; the second sought instead to evaluate the efficacy of policies and programs. Typical of the first group was a project documenting the effects of on-site daycare on the work attitudes and family adjustment of mothers (LEE, 1994); characteristic of the second set was a project entitled *Dating Violence in Teens: Program Evaluation and Social Cognitive Mechanisms* (JOSEPHSON, 1996). This pragmatic, proactive thrust of *Women and Change* expressed itself too in the support given to research infrastructure, such as the PAR-L and BAITWORM networks linking scholars, policy makers and activists.

The detailed analysis of the contribution of the funded research to the study of change itself reveals both the dynamic potential of the theme and the great diversity of approaches and theoretical perspectives it attracted. It also tends to confirm the assessment of members of the 1996 adjudication committee who noted an under-representation of projects whose focus was either the macro-social structures governing change or the barriers and resistance to change.

4.4 Achieving a Critical Mass?

One of the primary goals of Strategic Research is to build research capacity so as to achieve a critical mass in terms of both scholarship and scholars. As pointed out by the 1996 *Strategic Grants Programs Review* however, the concept of critical mass remains ill-defined, and hence difficult to measure. In the case of *Women and Change*, attempts to assess whether this goal has been met seem even more perilous by virtue of the theme's breadth. Nevertheless, there are a number of indications that *Women and Change* has succeeded in building significant research capacity in terms of some of the specific themes which have been central to research in this program, as well as in terms of a more general capacity for feminist research.

4.4.1 Contributions to Knowledge

The 141 research proposals *per se* funded since 1993 (having excluded the 6 partnership development grants) have generated an imposing body of scholarly work, which has been disseminated in a wide range of academic forums. In many instances, research workshops and networks have facilitated the communication of both work-in-progress and results - whether methodological and theoretical perspectives, or empirical analysis - to scholars in Canada and abroad engaged in similar research activities. These "effets structurants", created by the types of support provided by the program, were often reinforced by the strong relationships linking many feminist scholars to research centres. Participation in the activities of these centres provided further opportunities to share findings and to influence the research agenda of the broader academic community. Networks of Centres of Excellence in particular, especially the Centres on Family Violence and Violence Against Women, but also the Metropolis Centres, have provided important support to the building of critical mass by bringing together geographically dispersed researchers to participate in workshops and other dissemination activities.

These broad trends can be examined in greater detail for those research projects funded in the 1993-94 to 1995-96 competitions, thanks to the detailed Final Productivity Reports produced by a majority of these research teams. These reports suggest that producing knowledge about *Women and Change* was a demanding and lengthy process, for collaborative and partnered research sometimes

exacted a high toll. Even four years after the initial grant, many teams indicated that they were still in the process of analysing their data and preparing scholarly articles. The majority of research teams certainly appear to have been extremely active in the oral dissemination of their findings - presenting papers at scholarly conferences, at academic seminars and at public lectures. Except for working papers, publications were generated more slowly and were less numerous, in part no doubt because of the lengthy delays of the peer review and editorial process itself.

The scholarly article appears to have been the publication of choice of research team members, while book chapters were also quite common. The book-length monograph was however extremely rare. In this respect, *Women and Change* seems quite different from *Women and Work*, although a more careful analysis would be required in order to attempt an explanation. One wonders however if these books were produced in the early years of *Women and Work*, before the model of partnered, collaborative research had become well established.

Certainly, some books were the outcome of research funded during the first three competitions of *Women and Change*. For the most part, however, they appear to be collections of articles, perhaps the ideal vehicle for sharing the results of the comparative perspectives embraced by research networks, research workshops and some larger research projects. Notable examples are:

BOYD, Susan, ed., *Challenging the Public/Private Divide: Feminism, Law, and Public Policy*, Toronto, University of Toronto Press, 1997.

BRISKIN, Linda and Mona ELIASSON, eds., *Women's Organizing and Public Policy in Canada and Sweden*, Montreal and Kingston, McGill-Queen's University Press, 1999.

NEYSMITH, S., ed., *Restructuring Caring Labour: Discourse, State Practice and Every day Life*, Don Mills, Ontario, Oxford University Press, 2000.

SMYTH, Elizabeth, Sandra ACKER, Paula BOURNE and Alison PRENTICE, eds., *Challenging Professions: Historical and Contemporary Perspectives on Women's Professional Work*, Toronto, University of Toronto Press, 1999.

Other monographs will likely appear during the next few years.

What is the cumulative impact of the great variety of research themes examined and of the tremendous diversity of scholarly outputs produced since the creation of *Women and Change*? To undertake a detailed review of each of the research areas encompassed within this Strategic Theme would undoubtedly exceed the mandate of this evaluation. A preliminary examination of the bibliographies of research proposals submitted in 1997, 1998 and 1999 fails to provide much insight into this matter. The diversity of topics, the range of authors cited, the extensive publication records of many scholars funded by *Women and Change*, but previously supported by other programs - all of these factors make it very difficult to isolate the intellectual influence of *Women and Change* on feminist scholarship. In addition, it seems likely that the time frame considered is too short to document the cumulative impact of this research or to assess its specific contribution to knowledge.

4.4.2 Training New Scholars and Consolidating Existing Scholarship

Women and Change has made an important contribution to the training of new scholars. Virtually all proposals funded by the program directed a significant proportion of their research funds toward the hiring of students, both graduate and undergraduate. Through these employment opportunities, students served an apprenticeship which provided them with a wide range of research skills. Most research teams also appear to have fostered a nurturing environment in which many young scholars could undertake their first autonomous research or hone their research skills, by completing an M.A. or Ph.D. thesis under the supervision of either the principal or another member of the research team. In a few instances, graduate students working on the project were also able to develop their communication skills, as they shared in the writing of working papers, articles or conference papers; in some cases, they also participated in the conferences and made oral presentations.

The analysis of the Final Productivity Reports of projects funded in the 1993 through 1995 competitions suggests that all projects employed students, and most employed large numbers of students - on average 7 students per project. Some projects in fact hired veritable armies of researchers, as many as 20 students or more in some instances. These numbers may indicate that student involvement with a particular project was often on a short-term basis, and may have involved a narrow range of activities. The quality of training received no doubt depended on the length and

intensity of involvement, as well as the quality of supervision by either a member of the research team or a senior research assistant.

Even with a more conservative estimate of 2 new scholars per project, based on the average number of graduate students who completed an M.A or Ph.D., *Women and Change* played an important role in training a new generation of scholars in a range of disciplines. More than 200 graduate scholars deepened their understanding of feminist approaches and methodologies, as well as policy research. Their theses contributed to a better understanding of a broad spectrum of changes in Canadian society, and examined their impact on different groups of women and the response of women to such changes.

If we turn to another group of scholars, university professors, is it somewhat more difficult to assess whether or not, or to what extent, the program helped develop research capacity. How did *Women and Change* influence scholars already engaged in research about women? Did it encourage them to examine new issues or modify their research agenda? Did the existence of *Women and Change* attract new scholars to this field?

Between 1993-1994 and 1999-2000, *Women and Change* provided support to 147 projects involving a total of 134 different principal investigators. Thirteen of these 134 scholars received more than one award, accounting for 28 of the funded projects; two individuals actually received three awards. Three of the multiple-award recipients were awarded partnership development grants which in turn led to successful applications for research funds. A closer analysis of the participation of principal investigators in the projects funded by *Women and Change* indicates that this pattern of repeated success was in fact quite widespread. Of the134 successful principal investigators, the vast majority, 98, were involved in a single project. However, the remaining 36 individuals (26.9% of scholars) played a role in 59 different projects (40.0%) between 1993 and 1999: 28 belonged to two research teams, five belonged to three different research teams, two individuals participated in four projects and one person contributed to five. The examination of the characteristics of 51 principal investigators in the 1997 through 1999 competitions, which occurred after the first set of awards had

completed its three-year cycle, indicates that between one third and one half of awards were made to investigators with previous experience in the program[9]. Of this latter group of twenty scholars, 17 were engaged in partnered and 15 in collaborative research.

Women and Change appears to have been open to a large number of scholars with a variety of interests, while simultaneously providing repeated support to a smaller group of scholars and research teams. Beneficiaries of repeated support were not concentrated in a particular research area. They explored various dimensions of the changes affecting Canadian women as well as women's efforts to bring about change: women's participation in politics, women's role in the professions, the experience of homeless women, women and labour market policies, etc. Some beneficiaries of repeated support were established scholars, at times with previous support from *Women and Work*. Others however, seem to have been younger academics, who had progressed from an initial contact with *Women and Change*, as one of many co-investigators in a large team, to a second request for funding as the principal investigator. Anecdotal evidence provided by the comments in some of the Final Productivity Reports suggests however that few young scholars took on the heavy responsibilities which acting as principal investigator entailed. A number of reports commented on the time and energy involved in developing and nurturing a partnership, as well as the lack of recognition for policy research and non-academic dissemination activities within universities.

It is also interesting to note that some scholars active in strategic research were also engaged in fundamental research supported by SSHRC's Standard Research Grants Program. At least fifteen of the principal investigators funded by *Women and Change* were also recipients of Standard Research Grants between 1993 and 1998[10].

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[9] The analysis of awards made in the 2000 competition confirms this pattern. Eleven awards were made in the 2000 competition: five of the principal investigators had been successful applicants in a previous competition and 12 of the 36 researchers (principal and co-investigators combined) had been principal investigators in an earlier competition.

[10] These figures are based on the analysis of information contained in *SSHRC Support for Projects on Women and Related Areas 1991-1992 to 1998-1999.*

As the preliminary indications provided above suggest, assessing the achievements of *Women and Change* with respect to this aspect of capacity building is a far more complex task than measuring the employment and training opportunities created for students. Unfortunately, the available data makes it virtually impossible to go beyond these general considerations. The structure of the SSHRC database does not permit the tracking of large numbers of individual scholars over a long period of time; this would require a more labour-intensive methodology which the scope of this evaluation precludes. A detailed analysis of the career paths of the participants in the research teams would be required in order to determine the role that *Women and Change* has played in redirecting existing capacity into new areas of research and in aiding in the establishment of young academics. This type of longitudinal analysis might also provide a better understanding of how *Women and Change*, and before it *Women and Work*, influenced the approaches, methodologies and issues being examined within the Standard Research Grants program.

4.5 Summary

This chapter has attempted to assess the achievements of *Women and Change* with respect to the stated program objective of building research capacity, measured in terms of increased knowledge and of the development of a pool of scholars capable of contributing to the advancement of research about women in Canada.

The available evidence shows that *Women and Change* succeeded in meeting most of the strategic objectives formulated at the inception of the program. The theme has generated a wide range of conceptual, empirical and pragmatic research. It has been successful in contributing to a better understanding of the major economic, social, political and cultural transformations affecting the lives of Canadian women. It has supported research documenting the individual and collective responses of Canadian women to these changes.

Despite the breadth of the program's field description and the variety of issues worthy of study, the examination of the 147 research proposals funded between 1993 and 1999 indicates that

certain research themes and issues clearly dominated the research agenda. I have argued that two broad themes encompass the greatest number of these research proposals and constitute useful guides for discerning patterns within this diverse body of work. The first of these broad themes was employment and labour. Women's work - paid and unpaid, in the professions and in other occupations, the relationship between work and family life, the impact of work on women's health, education and training for work, the various forms of discrimination faced on the workplace and, finally, the limits and possibilities of specific policies designed to reduce barriers to women's full and equal participation in the labour market - offered up an inexhaustible store of questions and problems which required elucidation. Understanding Women and Change in the 1990s meant, as it had in the previous decade, attempting to understanding the profound changes which continued to shape the working lives of Canadian women.

The theme which accounts for the second large grouping of research proposals is one which I have described as Women and Marginalization, drawing on a proposal formulated by feminist scholars in the early 1990s to describe a set of important social and policy issues. These research proposals focussed on women who experienced various forms of marginalization within Canadian society - whether because of their race, their ethnicity, their poverty, their age, their sexual orientation or specific forms of discrimination or injustice which they encountered. Within this second cluster of projects, the largest number examined women and girls who were victims of violence. In most cases, these projects united scholars and community-based partners struggling to understand and respond to the legal, social and educational dimensions of violence against women

As the second Strategic Theme devoted to women's issues, *Women and Change* also drew on the earlier experience of *Women and Work*, and its comprehensive review in 1992. As a result of the explicit guidelines formulated for *Women and Change*, research undertaken in recent years has responded positively to the call for greater analysis of policy and generated much pragmatic research. A perhaps unanticipated effect has been the enhanced interest in the process of policymaking itself. Many recent proposals have attempted to document how policy is shaped, how the policy research community or communities are structured, as well as how they are being transformed by new

technologies.

While *Women and Change* has in many ways been shaped by the specific program objectives which were set out in 1993, unlike many other strategic themes, its very breadth has made it extremely permeable to a range of other forces. In effect, all kinds of change, all levels of change, and all dimensions of the lives of Canadian girls and women could be included within the mandate of *Women and Change*. As a result, the specific issues which researchers and their partners brought forward often owed little to the specific goals of the program. Other forces shaped the research agenda that *Women and Change* supported, especially the existing research capacity of the Canadian academic community. The large number of projects which examined work are thus in part the legacy of the successful capacity-building of *Women and Work*. Similarly, the creation of five Research Centres on Family Violence and Violence Against Women in 1991 contributed to the large number of requests and awards in this area. The shifting economic, social and political contexts of the 1990s are also reflected in the projects funded by the program. The importance of government downsizing and the restructuring of health care delivery clearly contributed to the numerous proposals examining health care workers and caring labour. The Quebec government's summit on the theme of the social economy and the resources which it committed to this issue also shaped research activities within the program. International events - notably the Beijing conference on women's rights - are also reflected in the accomplishments of *Women and Change*.

The review of the research activities funded during the past seven years also illuminates the themes and issues which were not addressed, the research gaps that still remain. The under-representation of humanists continues to characterize strategic research about women. The virtual absence of historians, philosophers, and scholars in the fields of language, literature and the fine arts inevitably impoverishes our understanding of the transformation of the lives of Canadian women and of the policy implications of such changes. For example, little of the research adopts a broad time frame or a long-term perspective, one of the factors which likely hindered the elaboration of proposals examining the "macro-social structures governing change". The limited presence of humanists also contributed to the paucity of studies devoted to cultural change and the representation of women.

Other research gaps however cannot be blamed on the predominance of social scientists. Instead, the under-representation of women in some disciplines may have contributed to the very small number of proposals which addressed the important theme of science and technology, as well as economic issues. It is also surprising to note that despite the interest in family, in health and in marginalization, few studies examined aging or the experiences of elderly women. Nor was multiculturalism and ethnicity an important research theme. Finally, the very uneven regional distribution of research teams suggests that the empirical data and pragmatic outcomes which this program generated were not shared equally by all regions of the country.

Women and Change has also provided substantial support to new and to established scholars. The program has offered numerous job opportunities for graduate and undergraduate students. It has sustained large research teams which have created supportive environments for large numbers of M.A. and Ph.D. students. It is likely that more than one thousand students have gained work experience through projects supported by *Women and Change* and that as many as two hundred and fifty to three hundred new theses have been completed on topics linked to these research projects. This is a significant accomplishment and constitutes an important contribution to research capacity for the study of women in general, and in a host of specific policy areas.

Like *Women and Work* before, *Women and Change* has provided support for scholars in many disciplines. Despite incomplete data, we have argued that the program has attracted many new applicants during its lifetime, while also sustaining established research capacity. The program has provided support to a number of established and well-respected feminist scholars, working in interdisciplinary teams, with and without partners, as part of research projects, research networks and research workshops. The program appears to have simultaneously encouraged many scholars to engage in collaborative, partnered policy research for the first time, and rewarded those scholars who have chosen to make a substantial commitment to this research model.

Chapter Five

Women and Change: Partnerships and Issues of Policy Relevance

5.1 Partnerships

Partnership development and the creation of vibrant partnerships were important objectives of this Strategic Program. Partnerships were valued by SSHRC because of the promise they held for establishing links between scholars and the policy research community. They were valued by feminist scholars because of their commitment to participatory research practices and to the establishment of closer ties between the academic community and the women's movement.

In keeping with the objectives of the Strategic Themes Program as set out in the Paquet Report of 1989 , the involvement of partners was a clearly stated goal of *Women and Change*, one that had already been added to the criteria for the *Women and Work* program, in its latter years. However, the presence of one or more partners was not seen as an obligation, and over the years successive adjudication committees provided support to a number of partnerless projects.

Nevertheless, most research proposals (63.9% of grants[1]) supported by the *Women and Change* program have linked the academic community to partners from either the public, private or nonprofit sectors. Whatever their characteristics, these partners have by and large provided support in kind (human resources, expertise, technical support, etc.) rather than financial assistance.

Previous evaluations of strategic programs have indicated that despite the best of intentions, the creation of effective and mutually beneficial partnerships has often proven elusive. How did *Women and Change* fare in this regard?

5.1.1 Partnership Development

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[1] See detailed analysis in Chapter Three.

Between 1993 and 1999, six[2] partnership development grants were awarded under the *Women and Change* program. Awards were made to 100% of applications received: adjudication committees provided systematic support to all attempts to build research partnerships. Applications were submitted in five out of seven years and success rates remained at this level even in years where the demand for funding was high.

Partnership development grants were awarded to a variety of research teams, to proposals which identified very different types of potential partners and to projects with very different long-term research agendas. In some instances, the partners had already been identified and the purpose of the grant was to determine the basis for the collaboration and to better define their respective needs and the contents of a future research proposal. Half of the partnership development grants were, however, intended to seek out partners and identify issues of common interest, with the intent of establishing an understanding leading to a grant application to *Women and Change*.

Four of these six grant recipients filed productivity reports, with an equal representation of both situations described above. On the basis of this small population, it is still possible to draw a number of interesting conclusions. In the two instances where researchers and partners were already known to each other, both academics and organizations were based in Quebec, with Relais-Femmes playing a key role; the other two projects were based in English Canada. The Quebec collaborations appear to have drawn on strong institutional support (Services aux collectivités de l'UQAM in one case), as well as on existing networks of community organizations and feminist scholars.

All projects appear to have generated a range of activities which were of immediate value, including the training of graduate students. Three quarters of these initiatives also achieved the primary objective of the development grant, with a greater likelihood of success where the partners and researchers had previous connections. Working partnerships were in effect established and these

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[2] A seventh partnership development grant was funded in the spring of 1999. This application was not examined as part of the regular adjudication process which took place in the winter of 1999; it has not been included in this study.

three teams subsequently submitted requests for support for strategic research projects to *Women and Change*. Two of these three teams were funded, a success rate higher than that of the average applicant to *Women and Change*.

5.1.2 Applications with Partners

The aggregate data presented in Chapter Three shows that 94 of the 147 proposals funded involved partners, while the examination of the project files of the 141 research projects, network and workshop proposals funded by *Women and Change* between 1993 and 1999, shows that 85 involved partners. This overview also shows that these 85 successful awards relied on contributions (of various kinds) from a total of 214[3] individual partners. The number of partners per project varied from one to ten, with an average of 2.5 partners per project.

By examining the individual project files, as well as the productivity reports, it is possible to describe the role that partners played in the research process and to provide an initial assessment of the quality of the collaborative relationships between scholars and partners. Let us begin however by determining the identity of these partners.

The partners

Previous program reviews have cautioned that the self-coded identification of partners found in the SSHRC database is often unreliable[4]; instead we have relied on the data provided in the project files for this analysis. We have also used a slightly different typology of partners.

Private (i.e., business) sector involvement in the *Women and Change* Program was relatively

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[3] Three of the 214 partners do not appear to have been "real" partners, since they were from the university community: OISE, the Conseil consultatif des femmes du Centre universitaire de Moncton and Laval University's chaire d'études sur la condition des femmes.

[4] See *Strategic Grants Programs Review. Final Report,* April 1996, p.45.

limited. Only 16 private sector partners (7.5%) were identified, and these were concentrated in two projects which numbered five and four private sector partners, respectively: in the first instance, the Royal Bank, the Toronto-Dominion Bank, the Bank of Montreal, the Canadian Imperial Bank of Commerce and Merck & Com. Inc.; in the second, Xerox Canada Ltd., B.C. Tel., G.E. Canada and Digital Equipment of Canada Ltd. A further seven private sector partners participated in a range of projects, either as the sole partners or as one of a mixed group, drawing on the public and nonprofit sectors. These included Boeing Canada, Télémétropole, the Vancouver City Savings Credit Union, two cultural institutions which appear to be in the private sector, Newest Press and the Edmonton Art Gallery, as well as two private consulting firms, Pierre Consultants and Forsman Associates.

The public sector was a far more important player, with 51 partners (23.8 %) - in part no doubt because of the emphasis placed upon policy relevance in the program guidelines. The value placed upon pragmatic research, whose results would be useful to policymakers, also encouraged scholars to establish close ties with a wide range of government departments and agencies. Surprisingly, only a very small number of these public sector partners were tied to the federal government: Treasury Board, the National Film Board (Studio D), the CRTC (Montreal office), Radio-Canada (also Montreal). Provincial government departments and agencies were far more frequent and active partners. Of the provinces, Québec was best represented (eight departments and agencies), followed by Manitoba and New Brunswick (two partners each). At the municipal level, once again Québec cities dominated with five of 6 partners, the odd man out being Metro Toronto. The education and health sectors were also represented by local schools boards and health care institutions: four school boards, stretching from New Brunswick to British Columbia, seven hospitals and health centres, the majority of which were located in Ontario. In addition to the fields of culture, health and education, there was a lone representative of the resource sector, Manitoba Hydro. Overall, almost half of the public sectors partners identified above were located in Québec.

Within the public sector, there is one component whose partnering role deserves separate treatment: government agencies and departments whose mandate is to promote women's equality and research about women's issues. In British Columbia, Nova Scotia and Québec, these organizations

(e.g.. the Nova Scotia Advisory Council on the Status of Women, the Women's Health Bureau of the B.C. Ministry of Health, le Conseil québécois du Statut de la femme, etc.) were identified as partners in the *Women and Change* program on eight separate occasions (almost one fifth of public sector partners).

Yet clearly the vast majority of partners came neither from the private nor public sectors. Partners from the nonprofit sector willing to support research about women's issues were for the most part NGOs, whose policy agendas often centred on the promotion of women's equality. Of the144 NGOs identified, 75 (35.0% of all partners) participated in the woman's movement in a variety of ways - as associations of women in various fields of endeavour, as advocacy groups, as institutions and agencies responding to the needs of women. Other NGOs, with other types of mandates, also acted as partners in research activities, but they were slightly less numerous (69 partners).

Women's groups, whether nationally based or rooted in local communities, were identified as partners in projects examining a wide range of policy issues. Some organizations were recurrent partners: the National Action Committee on the Status of Women (four projects), the Association féminine d'éducation et d'action sociale (four projects), Relais-femmes (four projects), the Fédération des femmes du Québec (two projects) and the London Coordinating Committee to End Woman Abuse (two projects). Partnering organizations represented a wide range of interests and groups of women, ranging from the Canadian Association for Women in Science through the Older Women's Network, the Regroupement des centres de santé des femmes, the Celebration of Women in the Arts and numerous advocates for women belonging to visible minorities, including the Centre des femmes sud-asiatiques and the Association des femmes autochtones du Québec. Also involved as partners were community-based institutions and agencies working with women or staffed by women, like the Visiting Homemakers' Association, the Fredericton Rape Crisis Centre and the Sheriff King Home of the Calgary YWCA. Daycares were particularly well-represented, with 10 individual daycares acting as partners in a single project, and other research projects drawing on the expertise and contributions of daycare coalitions, like the Ontario Coalition for Better Child Care. However,

generally speaking, "institutional" partners were far less numerous than associations and advocacy groups. Finally, research institutes also acted as partners in two instances; these were the Centre for Feminist Research, and the Institut canadien de recherche sur les femmes. The importance of women's groups is not surprising, in light of the commitment of feminist scholars to collaborative research and the views expressed in the evaluation of *Women and Work*, to the effect that researchers surveyed were "especially interested in partnerships with women's groups and community-based organizations[5]."

Turning to other NGOs, a similar diversity of interests can be observed. It is however striking to note the preeminent position of trade unions, professional associations and organizations whose major concern was the workplace. Fully 29 partners represented organized workers or members of a profession or employment group; these included all major Québec union centrals, the CEQ, CSN and FTQ, the British Columbia Federation of Labour, the Fédération des travailleurs et travailleuses du Nouveau-Brunswick, as well as a number of labour organizations in the healthcare field, the Manitoba Association of Registered Nurses, l'Ordre des infirmiers et des infirmières du Québec, etc. Also participating in research activities were the Canadian Council of Professionnal Engineers, the Association professionnelle de criminologie du Québec and the Manitoba Writers' Guild, among others. Other partners with expertise in the study of work included the Institut de recherche appliqué sur le travail, as well as the Centre de formation populaire (two projects) and the Commission de mise en valeur de la main-d'oeuvre du Nouveau-Brunswick. Overall, 36 partners, or 16.8%, of those not explicitly defined as part of the women's movement, can be linked to the area of Employment and Work, the dominant research theme over the course of *Women and Change*.

The final group of NGO partners spans a wide spectrum of concerns, ranging from Men for Change to Web Networks: Internet solutions for People not Profits, from the Liberal Party of Québec to the Association canadienne-française de l'Ontario, from the Heart and Stroke Foundation of Manitoba to the United Baptist Convention of the Atlantic Provinces. This last and extremely diverse

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[5] *Women and Work: Feminist Research in Progress*, p.44.

group numbered 33 or 15.4% of all partners.

The analysis of the project files suggests that *Women and Change* forged important links between scholars and the broader community. It also shows that the nature of the links differed somewhat from that found in other Strategic Theme programs, with a greater participation of community-based organizations and a seemingly weak representation of private sector partners. It is difficult to determine how public sector involvement differed from that observed in other programs, however the extremely limited number of partnerships involving federal departments and institutions is surprising.

As for the geographic distribution of partners, not unexpectedly, it appears to mirror the institutional and geographic trends found for scholars and research teams. As noted in the evaluation of *Women and Work* as well as in the 1996 Strategic Grants Program Review, the large number of partners from Quebec can be explained by the specific characteristics of the province's research and public policy environment, which has actively encouraged and sustained collaborative, partnered research for a number of years.

5.1.3 The Role of Partners and the Quality of the Partner-Researcher Relationship

Defining the role of partners and the essential characteristics of partnership is a daunting task[6]. While it is possible to set out a specific definition of the meaning of the term partner according to SSHRC guidelines -

> Partner: an organization in the public, private or nonprofit sector which has an interest in, and a strong contribution to make to a research project or activity and which will be an intellectual contributor as well as a participant in the research.

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[6] And one which has generated lively debates and numerous publications including: Barbara Cottrell *et al.*, *Research Partnerships: a Feminist Approach to Communities and Universities Working Together*, Ottawa, CRIAW, 1996 and Michèle Clément *et al.*, *Research Partnerships: Key Defining Features in a Few Case Studies*, Ottawa, Status of Women Canada, 1996.

> Individuals cannot be partners, nor can institutes or bodies which are part of, or affiliated with, a postsecondary institution.[7]

this definition contributes little to the debate about what constitutes an appropriate relationship between scholars and the organizations (whether from the public, private or not-for-profit sector) who enter into partnering arrangements with researchers. There have been numerous attempts to define what should constitute the norm in this regard, as well as to examine what have been the most common practices. Various studies have examined the issue of partnership from the perspectives of the academic community and community organizations, respectively. These materials provide a valuable framework within which to explore the types of partnerships that emerged, and in some cases flourished, within the *Women and Change* Program.

Three sources provide information on the role of partners and the relationship between scholars and partners: the research proposals set out in the applications made to *Women and Change*, the report on partners provided by researchers in the Final Productivity Reports and, finally, information provided by the partners themselves in the course of the surveys carried out in the course of this evaluation. These sources provide different perspectives, as well as data of varying quality.

Researchers' perspectives

By and large, researchers appear not to have been overly concerned with providing SSHRC with detailed information about the role which their various partners were to play, or effectively played, in their research project or activities. The examination of the 85[8] funded proposals involving at least one partner reveal that while the nature of the partner's material contribution (whether financial, or other) was systematically provided, little attention was paid to identifying the expected role of the partner and even less to the partner's interest or "stake" in the research.

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[7] *Strategic Grants Program Review*, p.48.

[8] As stated earlier in this chapter, once the 6 partnership development grants are excluded from the analysis, 85 of the 141 awards made under *Women and Change* were to proposals with partners.

While 214 partners were identified, in only approximately a third of cases was the anticipated role of the partner described, and in many instances this description was extremely vague, if not formulaic. For only slightly more than 10.0% of partners was there any indication of what the potential benefits to the partnering organization might be. On the basis of this albeit limited information, it appears that most partners were expected by the researcher to play only a limited role in the research - as sponsors or as facilitators, they would provide access to data or to introduce the researchers to the members of their organizations who might respond to questionnaires, participate in interviews, etc. Other partners would share their knowledge and expertise, review an initial research proposal, or assist in the dissemination of research results. In all of these cases, the intellectual involvement of the partners was expected to be quite limited and there was little sense that communication would be sustained during the lifetime of the project. Of the 75 or so partners whose anticipated role was explicitly set out in the research application, only a minority could be considered active partners.

The examination of the Final Productivity Reports, produced at the completion of the project by the principal investigator for the research team, provides interesting complementary data. Fifty-seven (57) productivity reports were examined[9]; these represented a very high proportion of projects funded in 1993, 1994 and 1995, as well as a handful of the projects awarded grants in 1996. The analysis which follows is limited to the 55 projects funded in 1993, 1994 and 1995, only 31 of which (56.0%) involved partners at the conclusion of the project.

The contents of the reports confirm the impression that for many scholars with partners, this dimension of the research activity was of limited importance. Many scholars seem confused about what was required to qualify as a partner - in three instances, the initial number of partners grew exponentially, as virtually all organizations involved in the project in any capacity were defined as partners. In other cases, university-based research centres appear in the Final Productivity Reports as new partners, as do foreign scholars. Researchers were often quite vague about whether or not the initial partners had remained involved in the project. In some instances, new players arrive and old

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[9] Further infomation regarding the analysis of Final Productivity Reports is provided in Chapter One.

ones leave without being explicitly identified; the specific contributions of individual partners in multi partner projects are often extremely vague.

As for the relationship between the research team and the partners, in roughly 25.0% of the 105 cases where partners were identified[10], the nature of the partner's involvement in the project was not specified in the final report. Of those remaining, the majority's role was limited to that of facilitator (39 partners) or of contributor to the dissemination (six partners). In only 30 instances do the partners appear to have played a more active role in the intellectual life of the project. For a small group (four partners), this intellectual involvement was limited to the early stage of the project, when the partner was asked to contribute either to the formulation or to the review of the research proposal. Only 26 partners, participating in 10 projects, seem to have been active and continuous participants in the research endeavour. In most of these cases, all partners within a project - whether they numbered one or 10 - experienced the same ongoing level of involvement. Of these 10 projects, six were carried by Québec researchers working with Québec partners, for the most part in institutions with Women's Studies Institutes or research centres linking scholars and community organizations. The specificity of the Québec research model, highlighted in *Women and Change*, thus seems to have continued to influence research practices in that province during the 1990s.

Partners' perspectives

Many studies of partnership practices and models, whether produced by SSHRC or other organizations, have underlined the numerous difficulties in building satisfactory partnerships and the degree of dissatisfaction such partnerships sometimes generate. In 1996, the Strategic Grants Programs Review attempted to gauge partner response to participation in strategic research projects. A survey of a random sample of partners was used to establish a typology of partnerships, based on the degree of involvement of partners: phantom partnerships, partners whose role was limited to a

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[10] The analysis excluded 252 additional partners mentioned in three Final Productivity Reports; in all cases, these appear to be organizations which became involved in some capacity in the course of the project, but which do not appear to correspond to SSHRC's definition of partners.

review of the proposal, who acted as facilitator/sponsor, who played a role in dissemination, and finally those whose participation was active and sustained. The survey indicated that roughly a third of the partners could be considered active, with a further 11% involved in dissemination, 27% acting as facilitators or sponsors, 19.0% involved only at the proposal stage and a final 10% of phantom partnerships, of which organizations had no record.

With slight modifications, the questionnaire from this earlier study was used to interview partners who had participated in research projects funded by *Women and Change*. The results of this survey, set out below, indicate a very high response rate (77.0%), and a level of interest confirmed in conversations with the partners contacted. These were for the most part eager to express their views and appreciative of SSHRC's desire to gather information on their participation in this Strategic Program. Respondents provided a wealth of information which cannot fully be used for the purposes of this report, but which deserves further study.

Table 5.1

Characteristics of partnerships, Women and Change, 1995-1996 and 1996-1997.

Type of partnership	*Partners*		*Role as anticipated*	*Expectations not met*
	number	*%*	*number*	*number*
Phantom	7	15.9	n.a.	n.a.
Proposal	3	6.8	1	2
Facilitator/sponsor	16	36.4	12	4
Dissemination	2	4.5	2	0
Active	16	36.4	16	0
Total responses	44	100.0	31	6
No response	13		n.a.	n.a.
TOTAL	57		n.a.	n.a.

Source: Survey of partners, projects funded in the 1995-1996 and 1996-1997 competitions.

The results of this survey generally confirm the patterns of partner involvement identified in 1996. As was the case then, it is disconcerting to find instances where the collaboration had so little impact on the organization that there is no precise memory of the partnership. This loss of institutional memory is usually caused by the departure of the contact person and the lack of any subsequent follow-up. In a few other cases, the relationship between scholars and partners was limited to an initial letter of support. Thus, in 22.0% of cases, the collaboration clearly had no impact upon the partner organization and probably little influence upon the research[11]. This is a slightly better result than was found in the 1996 review.

Of the remaining cases where partners effectively played a role in the project once funding was obtained, the nature of that involvement was fairly evenly divided between the limited role of facilitator and a more systematic and sustained engagement - approximately 36% of respondents in each case. Contrary to the 1996 evaluation findings, there appear to have been few cases where the role of the partner was limited to support for dissemination activities. Instead, many of the partners described as facilitators played a dual role - assisting in the early stages and becoming involved again as research results were made available. The rating of this type of partnership as having a limited impact, as suggested in the 1996 report, does not seem to properly describe the experience of partners in this program. This impression is confirmed by partner response to questions about whether the role played by the organization had satisfied the partner's expectations. Two thirds of organizations who stated that their involvement in the research project had been primarily to make their expertise, resources, contacts and data available to the researchers, nevertheless indicated that this had corresponded to the level of involvement which they desired and expected. In most of these cases, the organizations indicated that they had neither the time nor personnel to share more equally in the research activities.

It is also important to pay close attention to the specific tasks which "active" partners

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[11] It was also useful to discover two instances of organizations identified as partners but whose intended or actual relationship to the researcher do not correspond to the normal role of partners. In one case, the so-called partner organization was remunerated for its participation in the collection of data for the project; in the other, the so-called partner appears to have been the intended publisher of the anticipated research results.

accomplished. In most cases, partners were most involved in the preparation of research questions or research tools. It was more unusual for the partner to participate in data analysis or in the interpretation of results. Only four of these partners stated that they had participated in all stages of the process.

As a result, the level of satisfaction with the research collaboration was very high. Of those partners who provided detailed responses to the survey question dealing with satisfaction, only six expressed disappointment or dissatisfaction with their experience. All of these organizations indicated that they had expected to play a greater role and, when this failed to materialize, felt that they had been misled, perhaps even exploited, by the members of the research team.

5.2 Policy Relevance

5.2.1 Research Issues and Public Policy Concerns

The focus of Strategic Programs on policy relevance led virtually all applicants to attempt to draw out the policy implications of their research and to show how it could contribute to the formulation of policy recommendations or prove useful to either policy makers, practitioners or partners. Even projects whose major objective was to develop new theoretical approaches or to contribute to a better understanding of a specific issue, were presented so as to emphasize whatever practical applications or useful outcomes they might have.

A range of concerns was thus addressed and various degrees of policy relevance were outlined in applications. Some proposals placed the analysis of specific policies and procedures at the core of their research program; others indicated that the intended outcome was meant to formulate specific policy recommendations to government departments or agencies. Far more common however were policy objectives which emphasized the needs of organizations - whether the intended results were to be communicated to organizations who would use them to improve their services to their members, employees or clients, or whether they were intended to help the organizations alter their internal

policies and procedures. Another significant type of policy outcome was the production of results which could be used by community groups or other associations in order to improve their knowledge and understanding of various policy issues, so as to better lobby for legislative and other types of change.

However, many research programs clearly sought primarily to inform policy and public opinion in a more traditional academic sense, by contributing new theoretical or empirical data which might, eventually, be used by others to draw out whatever practical implications might be useful. Without being expressed in explicit terms, such research projects assumed that increased knowledge of changes affecting women had intrinsic social value.

5.2.2 Communicating the Results of the Research

Any assessment of the impact of the research funded by *Women and Change* must begin by examining the dissemination of research results. We are not concerned here with the scholarly significance of the results, their communication to academic audiences or their practical impact on course contents or teaching practices. It is the influence of this strategic research beyond the academy that is of concern, an influence which previous evaluations of strategic programs have described as an elusive objective.

Did research teams make a concerted effort to disseminate the results of their research beyond the academic community? Was this research made available in a form that was adapted to the needs of the diverse potential audiences? To what extent was the goal of reaching a broader public - particularly one engaged in the framing of policy - attained? The best source of this information is to be found in the Final Productivity Reports completed by the research teams, reports which are available for the research funded in 1993-1995. Our focus here is on the 55 productivity reports describing strategic research projects; the bibliographies contained in these reports are particularly valuable.

All research projects produced results which were communicated to academic audiences through the traditional vehicles - books, articles published in scholarly journals, papers presented at conferences, public lectures at universities, seminars to colleagues and students. Results enriched courses taught by the researchers, and in some instances stimulated the creation of new courses. Many scholars indicated that their publications had already been added to the required reading lists of specialists within their respective disciplines or research areas.

Table 5.2

The Dissemination of Research Results, Projects Funded 1993-1995.

Audience[1]	*Results communicated*	*Results not communicated*	*Total number of projects*
General Public	26	29	55
Policy makers in government, business or other institutions	17	38	55
Professionals and practitioners	32	23	55
Partners	29	26	55
Advocacy groups and community organizations	14	41	55
Targeted population	28	27	55
Academic	55	55	55

[1] In table below, all of categories exclude partners, which are grouped, regardless of type, in partner category.

Source: Final Productivity Reports, *Women and Change*, research projects funded in 1993-1995.

However, efforts to reach beyond this traditional audience were significant. The most important communications efforts appear to have targeted professionals and practitioners - a reflection of both the importance of work-related issues amongst research proposals and the action-research focus of many projects. Whether university administrators, teachers, nurses, lawyers, or social workers - a wide range of professionals and practitioners were informed of research results - by articles in specialized publications, by presentations at annual conferences, by participation in workshops (often organized by the partner). A majority of researchers, often in collaboration with partners, also appear to have made significant efforts to inform participants in the project of the final results, as well as other members of the population from which the participants were drawn. Findings could be made available on web sites, through TV programs aimed at particular audiences, brochures, or workshops organized by partners. Almost half of the research teams sought to communicate some of their findings to the general public, making themselves available to the media (print, radio, television) for interviews. Other researchers themselves wrote articles for newsletters, assisted in the writing of pamphlets or gave public lectures; in two particularly interesting cases, researchers contributed to exhibits, one in an art gallery, the other at an historic site.

Not surprisingly, a majority of research teams shared their findings with their partners - although the means of dissemination often appear to have been less formal, so that they are not fully documented in the Final Productivity Reports. Researchers rarely produced publications designed specifically for their partners, and research reports are not always captured by the bibliographies provided in the Final Productivity Reports. Since 20 of the projects funded between 1993 and 1995 had no partners, and a further four projects appear to have had "phantom" partners, Table 5.2 shows that researchers did communicate results to virtually all effective partners.

There are two types of audiences however whom researchers appear not to have spoken to directly in any systematic fashion, except when these groups were themselves partners in the research endeavour. Despite the policy focus of strategic themes, only one third of the projects generated results which the research team shared with policy makers (as distinct from practitioners) - whether these were government officials or administrators in business or other institutions: through

presentations, briefs, workshops or participation in conferences organized by government departments or agencies. It is likely that in many other instances, the partners, not the researchers ensured that findings were communicated to policy makers. Similarly, research teams only rarely informed advocacy groups or community organizations (again other than partners) of the outcome of their research, relying instead on partners to play this role. The most eloquent example of a situation where the partner played the lead role in linking researchers and community organizations is Relais-femmes in Québec; similarly when researchers were linked to university research centres, the centres also tended to play a key role in the dissemination of results beyond the initial group of partners.

The analysis of the productivity reports indicates that the presence of partners appears to have had an impact on some aspects of the research team's dissemination strategy. Of the 55 productivity reports examined, 31 were for projects with at least one partner. For the remaining 24, there were no partners involved at the completion of the project, although in some cases partners had been identified in the initial application.

Projects with partners were far more likely to share their findings with policy makers. In fact, it was virtually unheard of for teams without partners to communicate their research results to policy makers (only one of 24), while 50% of researchers with partners did so. The presence of partners also had a significant impact upon the likelihood that research results would be communicated to the general public (55% of projects), although many partnerless researchers were also interviewed by the media about their findings (37.5%)

However, the presence of partners seems to have little effect on the probability that research results would be brought to the attention of advocacy or community groups, nor did it affect patterns of dissemination to professionals and practitioners, the preferred audience of partnerless researchers (62.5% of projects). Similarly, researchers communicated results to the target population or to participants in their projects in roughly similar proportions, whether or not they had partners.

5.2.3 The Practical Impact of the Research

Given the range of research issues addressed, the variety of partners and the diversity of dissemination patterns and methods, it is extremely difficult to assess the practical impact of the research funded, let alone its impact on policy. How could one even begin to measure the impact of an article appearing in Chatelaine, of a meeting with government officials, of a workshop offered to police officers? Researchers generally felt uncomfortable when asked what the practical impact of their research had been - a finding in keeping with other evaluations[12].

Perhaps the best evidence on the practical impact of the research funded by *Women and Change* is to be found in the responses provided by the partner survey. Thirty-five of the 44 respondents offered their assessment of the significance of the research results for their organization. Their answers reflect a range of experiences, in keeping with the varied expectations of partners at the outset of the collaboration.

In a dozen cases, including the instances where the partnership malfunctioned or the experienced had been forgotten, partners stated either that the research results had no impact, that its impact was unknown or that the impact could not yet be determined because the project had not yet been completed. In nine instances, the organizations stated that the results of the research had improved their understanding of issues of interest to their members and to the organization itself. This increased knowledge was seen as useful, although it was not expected to lead to specific activities. In the remainder of cases (14 of 35), the research can be said to have had a more practical impact on the organization - whether by contributing results expected to lead to program review or changes in institutional practices, by confirming the value of current policies and strategies, by adding information of value in lobbying efforts or by providing knowledge that was then transferred to members through information and training sessions. In 5 of these cases, the organization could point to a significant practical impact resulting from the research collaboration.

Organizations agreed to work with academics, despite the considerable energy and human

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[12] See *Strategic Grants Programs Review, Final Report,* April 1996, p. 38-40.

resources which such collaboration required, for a variety of reasons. In some cases their motives were altruistic; in others, they wished to seize an opportunity to learn more about important issues or to develop contacts with like-minded organizations. At other times, their involvement was linked more directly to pragmatic policy concerns: the need for information to improve government policy or lobbying efforts, to better understand the needs of members or of clients groups so as to improve services, the need to evaluate existing programs. *Women and Change* appears to have responded with a great deal of flexibility and success to these very diverse expectations and needs. The survey of partners suggests that a balance was struck between research informing policy and research yielding more immediate and practical results.

5.3 Summary

This chapter has examined two issues which are at the heart of strategic research: the support for policy-relevant research and for research partnership. Has *Women and Change* succeeded in fostering research partnerships between academics and representatives from the public, private and not-for-profit sectors? Has the program supported policy-relevant research about women and women's issues? Have the results of the funded research been disseminated beyond the academic community? Has this research had a practical impact?

Women and Change was very successful in building research partnerships. Approximately 60% of projects involved at least one partner, with the average project linking a team of academic to two or three organizations. Few of these came from the world of business, while the public and para-public sectors accounted for roughly 20% of partners. The vast majority of partners were NGOs - primarily with links to the women's movement, as well as professional and labour organizations, and community groups. These partnerships thus tended to forge links between feminist scholars and particular sections of the policy-research community: organizations serving or representing women in various ways, organizations advocating legislative measures or changes in social programs to improve the status of women, and finally government-based women's policy agencies.

In Canada, there is a long tradition of collaboration between academics and women's groups. However, formal research partnerships within the Strategic Theme Program constitute a specific form of collaboration which is not yet well established in all parts of Canada. The analysis of applicants' files and productivity reports suggests that many scholars conceived of the partner's role in the research project in quite limited terms. The evidence also suggests that it was in Quebec that scholars were most successful in building strong, ongoing and active relationships with their partners.

The presence of partners also had an impact on the dissemination strategy of the research team and on the characteristics of its audience. However, in even in the absence of partners, scholars appear to have responded well to the explicit goals of *Women and Change*; they reached out beyond the academy to share their findings with the general public as well as with professionals and practitioners.

A survey of representatives from a sample of partner organizations offers another perspective on this issue. While the involvement of many partners remained limited, in most cases these organizations indicated that they had neither the personnel nor the resources to play a greater role. Given these circumstances, the majority of partners expressed satisfaction with the quality of the research collaboration; most also indicated that they were delighted with its outcomes.

Whether or not they were undertaken with partners, most projects funded by *Women and Change* explicitly addressed public policy issues. However, most scholars had a very broad understanding of policy relevance. Few emphasized the pragmatic analysis or review of existing policies and programs. Fewer still appear to have actively sought to collaborate with or influence government policy makers. Instead, and perhaps not surprisingly given the identity of partners and the historic links between feminist scholars and the women's movement, this policy research tended to respond to the needs of organizations and those of their employees, members or clients. The results were often understood by scholars to be policy relevant because of their anticipated value to groups working at the local or national level to shape public opinion or public policy.

PART TWO

WOMEN AND CHANGE: A COMPARATIVE PERSPECTIVE

Chapter 6

Support for Research About Women in Other Programs

This Chapter examines three other programs in order to determine the type of support which they provide to research about women and women's issues. The purpose of this comparison is twofold: first, to examine the characteristics of research about women funded by these programs; second, to better understand both the specificity of *Women and Change* and what it shares with each of these other programs.

The analysis is divided into three sections which examine SSHRC's Standard Research Grants Program, Status of Women Canada's Independent Policy Research Fund and, finally, SSHRC's other Strategic Grants Programs and recent CURA initiative. The discussion thus moves from a program which shares *Women and Change*'s scholarly focus, while promoting fundamental rather than strategic research, to one which is emphatically strategic, with a strong focus on pragmatic, policy-oriented research, before turning finally to those programs which, potentially, have most in common with *Women and Change*.

6.1 Research about Women and Feminist Research in the Standard Research Grants Program

The comparison of *Women and Change* with the other programs enumerated above raises an important methodological issue regarding what constitutes research about women. In examining the Standard Research Grants Program and the other Strategic Themes between 1993 and 1999, the relevant body of comparable research was identified using the information, provided by the applicant, about the primary and secondary research areas of the proposal. A project was considered to be about women if "women" was designated as either its primary or its secondary research area. Unfortunately, this technique could not be used for the analysis of the new Strategic Themes and CURAs, both because of the changes made to the categories used to describe research areas, and because the nature of these programs made this approach less informative. In this instance, rather than rely on data

generated by the SSHRC database, it was decided to examine all requests for funding (i.e., successful at the letter of intent stage) as well as awards and to develop a more nuanced classification system for these often complex, and sometimes multi project proposals. As for the Independent Policy Research Fund, by virtue of its mandate, all funded research was about women and incorporated feminist perspectives.

6.1.1 An Overview, 1993-1999

Research about Women: Its Relative Importance, Its Rate of Success

Between 1993 and 1999, research about women occupied an important place in the Standard Research Grants Program. As indicated in Table 6.1, this type of research accounted for on average 7.7% of the awards made in each year's competition, with annual proportions ranging between 7 and 8.4%. It is important to note that this Table captures only research which was explicitly described as about "women", likely omitting other projects where women's issues were important or where issues were couched in terms of gender. The relative importance of projects about women (according to this fairly conservative estimate) remained remarkably stable during the period, even in 1995-96 when there was a significant decline in the number of projects funded by the Standard Grants Program.

Table 6.1 also shows that the success rates of projects about women tended to be quite close to the overall rates. For the period as a whole, these rates were virtually identical - 37.9% for research about women compared with 38.3 % for all types of projects. There were yearly fluctuations in these rates and in their relationship, with projects about women faring better three years out of seven. What is perhaps even more surprising is that the success rate for projects about women's issues in the Standard Program was in effect higher than the overall rate for research proposals funded by *Women and Change* (37.9 vs 31.1%).

Research about Women: the 1980s and 1990s Compared

TABLE 6.1

Research about Women in the Standard Research Grants Program, by number of requests and awards, 1993-1994 to 1999-2000.

Research area	*1993-1994*		*1994-1995*		*1995-1996*		*1996-1997*		*1997-1998*		*1998-1999*		*1999-2000*		*Total*	
	R.	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*
Women as primary	*55*	*23*	*63*	*27*	*55*	*18*	*55*	*14*	*54*	*19*	*59*	*22*	*60*	*31*	*401*	*154*
Women as secondary	*58*	*26*	*63*	*28*	*66*	*24*	*78*	*21*	*79*	*27*	*79*	*30*	*61*	*25*	*484*	*181*
Total	*113*	*49*	*126*	*56*	*121*	*42*	*133*	*35*	*133*	*46*	*138*	*52*	*121*	*56*	*885*	*335*
Success rate	***43.4%***		***44.4%***		***34.7%***		***26.3%***		***34.6%***		***37.7%***		***46.2%***		***37.9%***	
Total all projects	*1538*	*599*	*1732*	*789*	*1566*	*501*	*1676*	*500*	*1708*	*609*	*1611*	*692*	*1548*	*663*	*11379*	*4353*
Success rate	***38.9%***		***45.6%***		***32.0%***		***29.8%***		***35.7%***		***43.0%***		***42.8%***		***38.30%***	
Relative importance of women as research area	*7.3%*	*8.1%*	*7.2%*	*7.1%*	*7.7%*	*8.3%*	*7.9%*	*7.0%*	*7.7%*	*7.5%*	*8.7%*	*7.5%*	*7.8%*	*8.4%*	*7.8%*	*7.7%*

Source: SSHRC Database

There was a significant improvement in the support for research about women's issues in the Standard Research Grants Program between the mid-1980s and the mid-1990s. Data collected in 1992 as part of the evaluation of *Women and Work*, using a broader definition of research about women (one which included gender issues as well) and a different methodology (the examination of the titles of research projects), found that the number and proportion of such proposals submitted to the Standard Program and funded by it, were substantially lower in the 1980s (see Table 6.2). After remaining at a level of 3.4 to 4.4% in that decade, the proportion of projects whose focus was on women doubled, to between 7.5 and 8.4% in the 1990s.

Patterns of Representation and Response across Disciplines: Analysis by Committee

Within the Standard Research Grants program, where was this research about women taking place? Did these projects cluster in certain exceptional disciplines or was the pattern of increased support fairly widespread? To answer this question we examined the distribution of requests, awards and success rates by adjudication committee, between 1993 and 1999. Most of these committees were discipline-based, with only one committee reserved for interdisciplinary proposals[1].

Table 6.3 indicates a concentration of requests and awards in seven of the 17 committees. Together these account for 80% of requests and 77.5% of awards. These core committees were: Literatures, Sociology, History, Interdisciplinary Studies, Psychology, Political Science and Anthropology. These same committees represented only 52.7% of requests for funding and 48.3%

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[1] 17 different committees received proposals during the period under review. There were 15 committees at the outset, with two of these (committees 6 and 13) being merged into a new committee (committee 16) in 1995; the last committee (committee 17) was created in 1996. The committees were: Committee 1: Classics, Ancient and Medieval Studies, Religious Studies, Philosophy, Classical Archaeology; Committee 2: History, History of Science, Technology and Medicine; Committee 3: Fine Arts, History and Philosophy of Art, Architecture, Theatre, Music, Ethnomusicology and Film; Committee 4: Literatures; Committee 5: Linguistics; Committee 6: Archaeology; Committee 7: Economics; Committee 8: Sociology, Communication Studies, Criminology, Demography, Social Work; Committee 9: Geography; Committee 10: Psychology; Committee 11: Political Science, Public Administration, Law; Committee 12: Educational Psychology and Specific areas in Education; Committee 13: Anthropology, Folklore, Ethnomusicology; Committee 14: Administrative and Management Studies, Industrial Relations; Committee 15: Interdisciplinary and Multidisciplinary Studies; Committee 16: Societies and Cultures; Committee 17: Educational Administration, Teacher Education and other Education, Library and Archival Sciences, Information Sciences.

Table 6.2

SSHRC Standard Research Grant Awards to Projects that Focus on Women[2], by Year (Selected Years between 1983 and 2000)

Number of Funded Projects Whose Focus is on Women

Women and Work ***Women and Change***

Year	*1983-1984*	*1985-1986*	*1987-1988*	*1989-1990*	*1993-1994*	*1995-1996*	*1997-1998*	*1999-2000*
About Women	*29*	*28*	*33*	*26*	*49*	*42*	*46*	*56*
Total Number of Projects	*847*	*632*	*780*	*787*	*599*	*501*	*609*	*663*
About Women: Percentage	*3.4%*	*4.4%*	*4.2%*	*3.3%*	*8.1%*	*8.3%*	*7.5%*	*8.4%*

Source: SSHRC Database; *Women and Work: Feminist Research in Progress*, p.146-148.

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[2] For the years 1983-1989, projects included in this table were those which focused on women or gender; these were identified by the evaluators of *Women and Work* on the basis of the titles of the projects. For the years 1993-1999, the criteria were more restrictive; only those projects whose primary or secondary research area were identified as "women" are included. No attempt was made to locate research with a focus on gender. It is therefore likely that the 1993 through 1999 data provides underestimates the number of projects about women.

of awards[3].

The reception granted projects about women also differed from one committee to the next. Four kinds of situations can be observed: there were disciplines where proposals centred on women's issues were numerous, but their success rates were nevertheless below average - history, literatures, anthropology and psychology -, disciplines where low success rates were coupled with an apparent scarcity of proposals about women - management and administrative studies, anthropology, linguistics and archeology -, disciplines with both high numbers of applicants and very high success rates - sociology and related disciplines, interdisciplinary studies, political science and philosophy -, and finally, committees where proposals were few, but extremely successful - fine arts, geography, psychology of education, educational management and economics. Of all of these committees, interdisciplinary studies stands out: it received a large number of proposals about women's issues and supported more than 50% of them.

Disciplinary patterns evolved somewhat between the 1980s and 1990s. The evaluation of *Women and Work* provides a breakdown by discipline, rather than by committee. Some comparisons are nevertheless possible. More recent evidence suggests that the mainstreaming of research about women has progressed substantially in a number of disciplines. From 1983 through 1989, projects whose focus was women or gender were most numerous in literature (29 awards), history (18 awards), sociology (12 awards), psychology (10 awards), anthropology (seven awards) and political science (six awards) for a total of 82 or 70% of all 116 awards. The three leading disciplines accounted for 50% of awards, with literature alone contributing 25%.

During the 1990s, the distribution was slightly less concentrated. While the top three disciplines still accounted for almost half of awards (48%), their relative shares were more evenly balanced. There was also a change in the specific ranking of disciplines, for while literature remained the most important, interdisciplinary studies experienced significant growth. Sociology too improved

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[3] Data about research grants by committee within the Standard Research Grants Program as a whole from 1993-1994 to 1999-2000 is presented in Appendix G.

Table 6.3

Research about Women in the Standard Research Grants Program, requests, awards and success rates, by committee, 1993-1994 to 1999-2000

COMMITTEE	1993-1994 R.	A.	1994-1995 R.	A.	1995-1996 R.	A.	1996-1997 R.	A.	1997-1998 R.	A.	1998-1999 R.	A.	1999-2000 R.	A.	Total Requests	Awards	S/R
Philosophy, etc.	53		74		72		72		52		74		22		40	19	47.5%
History	177		153		206		162		115		92		179		105	34	32.4%
Fine Arts	10		43		42		52		63		62		63		32	16	50.0%
Literatures	198		2810		2610		305		286		3512		3014		196	64	32.7%
Linguistics	10		11		0		10		0		10		0		4	1	25.0%
Archaeology	10		0		n.a.	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	1	0	0.0%
Economics	0		21		31		10		21		11		21		11	5	45.5%
Sociology, etc.	135		179		153		198		168		207		185		120	48	40.0%
Geography	10		10		63		52		21		64		11		22	11	50.0%
Psychology	123		124		102		92		105		112		115		75	23	30.7%
Political Science, etc.	125		95		64		62		71		103		41		54	21	38.9%
Educational Psy., etc.	73		52		31		21		21		0		20		21	8	38.1%
Anthropology	31		71		n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	10	2	20.0%
Management, etc.	0		54		41		51		40		20		62		26	8	30.8%
Interdisciplinary	2114		138		74		114		205		159		137		102	52	51.0%
Societies & Cultures	n.a	n.a	n.a	n.a	94		122		113		113		85		52	17	32.7%
Educational Admin.	n.a	n.a	n.a	n.a	n.a	n.a	20		72		43		11		14	6	42.9%
TOTAL	***11349***		***12655***		***12142***		***13335***		***13346***		***13852***		***12156***		***885***	***335***	***37.8%***

Source: SSHRC Database

its ranking, as history declined somewhat. In all four of these committees, as well as in the Societies and Cultures Committee, research about women accounted for more than 10% of both requests for funding and awards.

Looking at broader groups of disciplines, interesting contrasts between the Standard Grants and *Women and Change* emerge. The social sciences, which were strongly represented in *Women and Change*, were also actively engaged in research about women within the Standard Research Grants program. Support for interdisciplinarity also characterised both types of programs. However, humanities researchers interested in women's issues - who rarely appeared as applicants or co-applicants to the *Women and Change* Program - were very active and met with substantial success in the competitions for Standard Research grants.

Two questions require further examination. Some committees (linguistics, economics, educational administration, geography, management and educational psychology) received few requests for funding for projects about women. While the success rate for these projects was in some instances quite high, the very small number of projects presented raises questions about the ways these disciplinary committees may have been perceived by feminist scholars. In some instances, the very small number of projects about women seems also to be related to the scarcity of female principal investigators in these disciplines - this was the case in economics, management and geography, where female scholars were heavily outnumbered. However, in linguistics and educational psychology - where the proportion of awards made to research about women was quite low (0.6% and 2.2% respectively), men and women were fairly equally represented as both applicants and recipients, and in many years female principal investigators were far more successful than their male counterparts. Thus, the presence or absence of female scholars is not sufficient to account for variations in the number of applications and awards by committee. Nor was there an obvious relationship between the presence of female scholars and the success rate of proposals dealing with women's issues. While women were fairly scarce in geography and economics, proposals about women met with great success. On the other hand, in linguistics where female scholars were far more numerous, the success rate for proposals about women was only 25%, much lower than the program

average. Whatever the underlying dynamic, and despite these variations, research about women and women's issues remained marginal in several disciplines at the end of the 1990s.

6.1.2 "Mainstream" Research about Women: its Characteristics

The Research Model

Although interest in research about women seems to have made significant inroads in the Standard Research Grants program, thus narrowing the gap which existed in the 1980s between this program and the Strategic Theme *Women and Work*, other features of the strategic research model appear not to have been transferred to mainstream research about women.

As Table 6.4 indicates, in the Standard Research Grants program, doing research about women remained primarily an individual affair. The pattern was in fact the very opposite of that found in *Women and Change*. At most, in any given year, 20% of awards were attributed to teams of two or more scholars. The average for the whole period was slightly lower. Requests for funding from teams of more than two investigators were rare, and they were generally less successful than proposals from individuals. There was little variation in this trend over the period, and certainly no indication that collaborative research about women was becoming more popular or more common. In fact, it is surprising to note that research about women tended in fact to be less collaborative than other research areas funded in the Standard Research Grants program. When all research themes are considered, almost 30% of proposals funded between 1993-1994 and 1999-2000 were collaborative. The proportion of projects involving teams of three or more scholars increased substantially; while they received only 6% of awards in 1993-1994, teams of this size were the recipients of almost 15% of awards in 1999-2000. The discrepancy between this trend and the patterns observed in projects about women likely reflects the preference of scholars working together in this area for *Women and Change* where collaboration was explicitly valued[4]. Equally surprising is the fact collaborative

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[4] This tendency was no doubt reinforced by the fact that while *Women and Change* encouraged partnered research, partners were not required in this Strategic program.

TABLE 6.4

SSHRC Standard Research Grants, Projects whose Focus is Women, by Team Size, 1993-1994 to 1999-2000

Year	One Scholar		Two Scholars		Three Scholars		Four Scholars or More		TOTAL	
	Requests	Awards	Requests	Awards	Requests	Awards	Requests	Awards	Requests	Awards
1993-1994	9439		148		52		0		11349	
1994-1995	10848		116		30		41		12655	
1995-1996	10438		124		40		10		12142	
1996-1997	10328		205		60		42		13335	
1997-1998	9837		235		94		30		13346	
1998-1999	10944		227		11		60		13852	
1999-2000	8945		168		111		52		12156	
Sub-Total	705279		11843		398		235		885335	
As percentage of Total	79.7%	83.3%	13.3%	12.8%	4.4%	2.4%	2.6%	1.5	100%	100%

Source: SSHRC Database

proposals about women were less successful that those in other research areas in the Standard Research Grants program between 1993 and 1999[5].

It is likely that the practice of collaborative research varied across disciplines, however more detailed data would be required to precisely evaluate these differences. One would expect to find a higher proportion of collaborative projects in the social sciences, and the indications provided by the lists of awards made to projects on women and related areas between 1991 and 1998 tends to suggest such a pattern[6].

The prevalence of individual research suggests that interdisciplinarity and multidisciplinarity were also limited. However, even when scholars worked alone, their approach could be interdisciplinary. The value place upon interdisciplinarity by researchers studying women may explain why so many submitted their proposals to the interdisciplinary adjudication committee, which was probably more hospitable to women's studies and cultural studies than discipline-based committees might be.

Research Areas and their Evolution over Time

Table 6.5 describes the research areas that were of most interest to scholars studying women's issues. The methodology used to identify and to analyse these themes is identical to that set out in Chapter 3 for the discussion of research supported by *Women and Change*. The Table shows that these research projects covered a broader range of themes, although there was still a tendency toward a certain concentration. These patterns of concentration show a strong resemblance to *Women and Change*, despite some significant variations.

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[5] For three-person teams, the success rates were 20.5% for proposals about women compared to 36.4% overall, while for teams of 4 or more, the rates were 21.7% and 35.8% respectively.

[6] *SSHRC Support for Projects on Women and Related Areas 1991-1992 to 1998-1999*, Ottawa, SSHRC, 1999.

TABLE 6.5

SSHRC Standard Research Grants, Projects with Focus on Women, Chronological Evolution of Numbers of Requests and Awards, for Leading Research Areas, by Time Period, 1993-1994 to 1999-2000.

	1993-1994		1994-1995 to 1996-1997		1997-1998 to 1999-2000		TOTAL	
	Requests	Awards	Requests	Awards	Requests	Awards	Requests	Awards
Leading Research Area								
Arts and Culture	1911		9936		11145		22992	
SUBTOTAL	19 (16.8%)	11 (22.4%)	99 (26.1%)	36 (27.3%)	111 (28.3%)	45 (29.2%)	229 (25.9%)	92 (27.5%)
Other Leading Research Areas								
Employment & Labour	42		2513		2613		5528	
Multiculturalism	92		2713		227		5822	
Family	104		178		216		4818	
Politics and Government	83		178		146		3917	
Education	114		173		147		4214	
Law & Justice	52		155		207		4014	
Social Devel. & Welfare	42		73		198		3013	
Health	41		154		247		4312	
SUBTOTAL	55 (48.7%)	20 (39.2%)	140 (37.1%)	57 (43.2%)	160 (40.8%)	61 (39.6%)	355 (40.1%)	137 (40.9%)
All Other Research Areas								
SUBTOTAL	39 (34.5%)	18 (36.7%)	141 (37.1%)	39 (29.5%)	121 (30.9%)	48 (31.2%)	301 (34.0%)	106 (31.6%)
TOTAL	113 (100.0%)	49 (100.0%)	380 (100.0%)	132 (100.0%)	392 (100.0%)	154 (100.0%)	885 (100.0%)	335 (100.0%)

Source: SSHRC Database

Between 1993 and 1999, there was an overwhelming interest in the area of Arts and Culture, which was virtually absent from the *Women and Change* program. This clearly reflects the influence of feminist humanists and their concerns within the Standard Research Grants program. Arts and Culture was by far the most important research area, with 25.9% of requests and 27.5% of awards. The Table also identifies a cluster of research areas which received considerable interest from scholars. These represent 40.1% of requests and 40.9% of awards. The detailed analysis of this group permits some interesting comparisons with *Women and Change*[7].

Common to both programs was the strong presence of projects whose focus was employment and labour, education, law and justice, social development and welfare, and health. In addition, some themes that were well-represented in *Women and Change* - politics and government, as well as the family - seem to have been even more important within the Standard Grants program. On the other hand, some differences are worth noting, particularly the strong showing of multiculturalism and ethnic studies, with 6.6% of requests and awards. This theme was poorly represented in *Women and Change*, with only 1.8% of requests and 2.7% of awards[8].

The comparison also indicates similar trends. For example, in both programs the interest in the theme of employment and labour remained quite stable over the period, after a significant increase following the 1993 competition. As was the case for *Women and Change*, interest in the themes of health and of social development and welfare grew markedly in the Standard Research Grants program between 1994-1996 and 1997-2000. Similarly, interest in education seems to have declined over the period in both programs.

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[7] See Table 3.5.2.

[8] It is interesting to note that in 1997 the selection committee for *Women and Change* stated that it would " welcome work on social diversity with attention to analytic categories such as class, ethnicity, gender and the relations between them.". SSHRC, File 2441-3-97, Strategic Grants, Women and Change, Selection Committee Minutes, 1997.

6.1.3 A Detailed Comparative Analysis: 1997-1999

The Distribution of Research Themes

While both *Women and Change* and the Standard Research Grants provided support to research about women, it is possible that the specific issues addressed in each program were very different, just as we saw that the research models for scholars varied greatly. In order to get a better picture of the research topics and issues funded by each program, a detailed comparison of the proposals funded in the 1997 through 1999 competitions was undertaken.

This comparison was conducted using only a sample of the 154 Standard Research Grants awarded to research proposals about women during this period. The sample was constructed using criteria based on the data presented in Table 6.5 above. Projects whose research area was one of the seven themes appearing in the second cluster were selected; these themes included all of those which were the most important in *Women and Change* (employment and labour, health, education, law and justice, social development and welfare) as well as two themes which were of considerable importance in the Standard Research Grants program: family and multiculturalism and ethnic studies. Using these criteria, 61 projects were selected. These were then reviewed in order to eliminate projects dealing with time periods and parts of the world which had little in common with *Women and Change*. The final sample was composed of 44 projects distributed as shown in Table 6.6. Their broad characteristics are compared to those of the 33 projects within this thematic range funded by *Women and Change* during the same period.

The comparison of the relative distribution of themes in both these programs between 1997 and 1999 indicates some interesting tendencies. Employment and labour was the most important theme in both samples, but its position seems to have been more dominant in the Standard Research Grants program than in *Women and Change*. Health, a theme whose importance grew tremendously in *Women and Change* in the mid 1990s, was also a very strong presence in the regular program. Law

Table 6.6

Comparative Thematic Distribution of Selected Funded Proposals, Standard Research Grants Program and Women and Change, 1997-1998 to 1999-2000.

	Standard Research Grants		Women and Change	
Research Area	**Proposals**	**%**	**Proposals**	**%**
Selected proposals and themes				
Employment and labour	12	27.3	9	27.2
Health	7	15.9	8	24.2
Education	5	11.4	1	3.0
Family	5	11.4	2	6.0
Law and justice	5	11.4	3	9.1
Multiculturalism	4	9.1	1	3.0
Social development and welfare	3	6.8	5	15.2
Politics and government	3	6.8	4	12.1
Subtotal	**44**	**100.0**	**33**	**99.8**
Other themes or settings	110	-	17	-
TOTAL	**154**	-	**50**	

Source: SSHRC Database and Files of Successful Applicants, Standard Research Grants Program and *Women and Change*.

and justice similarly appears to have been significant in both programs in recent years. On the other hand, two themes were less important in relative terms in this program: social development and welfare, and politics and government. Overall, the distribution of the selected research areas generally appears more evenly balanced within the Standard Research Grants program.

A Comparison with Issues Addressed in Women and Change: a Common Ground?

The 44 projects of the sample were analysed using the framework developed for the study of the contents of the projects funded by *Women and Change*. The same broad categories were used, with projects divided between those centred on Work (subdivided according to a number of specific issues), on Marginalization (especially the theme of violence against women, as well as others relating to women at risk because of poverty, disability, race, sexual orientation, etc.) and, finally, a range of other topics. The sample drawn from the Standard Research Grants is compared to all projects funded by *Women and Change* in Table 6.7.

For both programs, the importance of the themes of Work and of Marginalization stands out, although there are differences in the relative importance of the various sub-themes within these two categories. In the Standard Research Grants program, work was clearly the dominant theme. More than five years after the conclusion of the *Women and Work* strategic theme program, this theme received strong and ongoing support in the regular program. Although only one project studied health care workers (unlike the trend in *Women and Change*), numerous proposals examined other groups of women workers, including teachers as well as workers in the manufacturing and service sectors. Surprisingly, many projects focussed on specific policies affecting the workplace, particularly on policies relating to equity. Examples of such policy analysis include: sexual harassment complaints submitted to the Canadian Human Rights Commission and to the courts, the role of equity agents in Canadian universities, the impact of the Human Resources Development Act and of greater workplace diversity on the status of women workers, as well as the effect of various policies on the gender wage gap. Other studies attempt to document women's inequality, whether their focus is on the effects of evaluator bias on hiring competitions or on the evolution of male-female wage differentials in certain occupations. The effects of paid work on the family and on women's health, as well as the relationship between education and work (especially the education of young women for careers in science and engineering) - all classic themes relating to women and work - continued to attract significant attention.

In the Standard Research Grants program, roughly 10% of projects funded in recent years dealt with women belonging to immigrant or minority communities. Not only was this theme more common than in *Women and Change*, but the focus of the research was different as well. These projects tended to ask broader questions, with less emphasis on the marginalization of immigrant women or women belonging to visible minorities; similarly, these projects were generally not designed to achieve pragmatic outcomes. Projects about health also tended to highlight different issues when they were submitted to the Standard Grants program. Here, the focus was not on the health care system or on the delivery of health care services, but rather on the health of women themselves (e.g., eating disorders, the health of new mothers, the geography of women's health). Finally, the examination of Table 6.7 suggests that other research concerns were common to both Standard and Strategic programs: interest in women and the city, in women's organizations and the formulation of policies to improve women's conditions.

Despite these important thematic similarities, the Strategic orientation of *Women and Change* did lead to significant differences. These differences, expressed in the proportion of projects about caring labour, violence against women, as well strategies to overcome marginalization, can most likely be linked to two factors: the importance of partners in projects exploring these themes, as well as the strong presence of action research. This is certainly true of many projects examining violence against women as well as projects concerned by the possibilities and challenges of the social economy. *Women and Change* was particularly welcoming to these types of projects.

In areas where both programs have supported similar research, the examination of the detailed proposals indicates that the theoretical framework and the objectives formulated by scholars are remarkably similar in most instances. The list of projects funded in the Standard Research Grants program, organized by sub-theme[9], provides an indication of what the detailed analysis confirms: feminist perspectives and gender-informed research are well established within this program.

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[9] See Appendix H.

TABLE 6.7

Major Research Themes, Standard Research Grants and Women and Change, 1997-1998 to 1999-2000.

Major research themes and sub-themes	*Women and Change All projects, 1997-1999*	*Standard Research Grants (sample), 1997-1999*
WORK		
- Caring labour	8	1
- Other professions, occupations	2	6
- Inequality and policy analysis	2	7
- Work and family	0	2
- Work and health	1	2
- Education and training	1	2
- Marginalized workers	1	0
- Other	2	0
Subtotal	17	20
MARGINALIZATION		
- Violence	6	2
- Other marginalized women	5	7
- Strategies to combat	4	0
Subtotal	15	9
OTHER		
Education	2	0
Politics and govt.	4	0
Law and justice	3	4
Women and City	2	2
Health	1	5
Women's groups	3	2
Feminist theory	1	1
Environment	1	0
Women and development	1	1
TOTAL	*50*	*44*

Source: Files of successful applicants, Standard Research Grants Program and Women and Change.

It is true that these projects have a greater tendency to be discipline-based. Only five of the 44 projects were self-defined as interdisciplinary, with two of these identified with women's studies and one with cultural studies. Interdisciplinary perspectives were thus less developed, undoubtedly because of the absence of collaborative research in the majority of projects funded.

The rhetoric of these proposals also often tended to be different, perhaps because of the requirement of Strategic Programs that the strategic importance and policy relevance of the proposal be clearly argued. In the absence of this requirement, applicants to the Standard program tend instead to emphasize essentially academic criteria and the intellectual issues at the heart of their research.

Policy Relevance and the Role of Partners

Projects in the Standard Research Grants program generally did not have partners, nor did the principal investigators attempt to set out the policy relevance or social merits of their project. Nevertheless, upon reading the proposals, it becomes clear that many do link the researchers to organizations which might have been partners in a strategic context. When the project is intended to evaluate policies or programs, or to examine their evolution and effects, the outcomes are likely to be of value to the organization(s) being studied (e.g., a comparative analysis of women's policy agencies, an analysis of violence in lesbian relationships and its implications for social service delivery, etc.). However, only two of the 44 projects involved formal partnerships. In many other cases, the researcher nevertheless emphasized her project's goal of informing policy (e.g., an examination of gender and violence; a study of teachers' part-time work; a study of sexual harassment complaints to the Canadian Human Rights Commission). Many researchers were sensitive to the policy relevance of their research and its potential benefits to stakeholders. As a result, they generally developed a dissemination plan which included stakeholder or partner organizations.

6.2 Research about Women: Status of Women Canada, Independent Policy Research Fund

Research supported by SSHRC's Strategic Theme *Women and Change* seeks simultaneously to provide results which are policy relevant, build partnerships between academic researchers and other groups in Canadian society, whether in the public, private or not-for-profit sectors, and to advance knowledge of women's issues.

Since the early 1970s - and thus prior to the creation of both *Women and Change*, and its predecessor, *Women and Work* - other federal agencies have also supported research aimed at promoting a better understanding of women's issues and the equality of women in Canadian society. Through various programs, a host of research activities have been funded, including both action research and policy research. Chief among these agencies has been the Canadian Advisory Council on the Status of Women and Status of Women Canada. Since the mid-1970s, they have commissioned and funded policy research. They have supported the dissemination of policy research and the creation of forums bringing together researchers, policy makers, representatives of women's organizations and other stakeholders.

6.2.1 Historical Context: from the Canadian Advisory Council on the Status of Women to the Independent Policy Research Fund of Status of Women Canada

The Canadian Advisory Council on the Status of Women was established in 1973 and assigned the dual mandate of advising the government of Canada and of promoting greater understanding of issues relating to the status of women. To fulfill this mandate, the Council undertook a wide range of activities including research, advocacy, information and education. A Research Directorate carried out a program of research activities which encompassed both primary and applied research, as well as policy analysis. Research priorities were defined by the Council and the research program was carried out under the supervision of three committees composed of Council members. These committees set the research agenda in their respective areas of expertise: Social

Development, Legal Issues and Economic Development[10].

In the early 1990s, the CACSW formulated a three-year research plan for the period extending from April 1, 1990 to March 31, 1993[11]. This ambitious and inclusive program of action was intended to respond to the needs of women suffering from discrimination based not only upon their gender, but also upon their race, ethnic origin, age, sexual orientation, economic status, etc. In the Council's view, only by including the specific needs of these women would it be possible to fully represent the concerns of all Canadian women. In addition, the CACSW targeted ongoing issues of gender equity - in workplace, in other social and political institutions and in the family, as well as violence against women and children. The concerns of the Canadian Advisory Council on the Status of Women are clearly reflected in the analysis contained in the evaluation of *Women and Work* and in the recommendations which this report formulated regarding future directions for Strategic research at SSHRC. The suggested themes of Women and Poverty, Women and Discrimination, and Women, Marginalization and Equality were all consistent with the research priorities of the CACSW in the early 1990s[12].

Despite its many achievements, the CACSW was a victim of budget-cutbacks and government restructuring in the mid-1990s. As a result, the Council's operations ceased in March of 1995 and its responsibilities and budget were transferred to Status of Women Canada. This decision provoked a strong reaction from women's organizations across the country. In response, Status of Women Canada undertook a broad public consultation with women's organizations, feminist scholars and others, in order both to allay their concerns and to seek direction on the new mandate of the agency.

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[10] In the early years of Council, the emphasis had been on social issues, but over time the growing awareness of the importance and interconnectedness of social, legal, political and economic issues led to a broadening of the research agenda. For a more detailed analysis of the history of the Canadian Advisory Council on the Status of Women, see *Élargir nos horizons. Le travail du Conseil consultatif canadien sur la situation de la femme et son contexte, 1973-1993*, Ottawa, Conseil consultatif canadien sur la situation de la femme, 1993.

[11] Conseil consultatif canadien sur la situation de la femme, *Objectif égalité - Plan de recherche 1990-1993 du CCCSF*, Ottawa, Conseil consultatif canadien sur la situation de la femme, 1990.

[12] *Women and Work: Feminist Research in Progress*, p. 191-193.

A key issue was the development of a new Independent Policy Research Fund - its proposed objectives and funding criteria, possible funding models and the identification of research priorities[13]. These consultations took place from March to May 1996; their results and the decisions flowing from these were announced in November of the same year[14]. The structure, guiding principles and procedures of the Independent Policy Research Fund were made public at that time, as were the interim measures to be taken before the fund became fully operational.

6.2.2 The Independent Policy Research Fund

The operations of the Independent Policy Research Fund (IPRF) began in March 1997 with the appointment of six members to an external committee responsible for establishing the fund's policy directions and for selecting the research proposals to be funded. The powers given to this external committee were intended to ensure the Fund's independence from government.

The broad objectives of the IPRF are to provide support for "independent, nationally relevant forward-thinking policy research on gender equality issues". To be funded, public policy research must examine issues of national relevance. This program adopts a more restrictive definition of policy research or policy relevance than does SSHRC within its Strategic Themes Programs. To be eligible for funding from IPRF, research proposals must either:

- identify policy gaps, trends and emerging issues
- examine the consequences of existing policies and practices on women's equality
- focus on concrete recommendations for policies and practices that would improve women's equality.

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[13] *"Working Together Toward Women's Equality". Discussion Paper for Consultations*, Ottawa, Status of Women Canada, March 1996.

[14] *Report on Consultations held March-May 1996 and Follow-up Action Plan*, Ottawa, Status of Women Canada, November 1996.

Table 6.8

Status of Women Canada, Research Directorate,
Independent Policy Research Fund,
Calls for Proposals, 1996-1999.

Date	*Type of Call for Proposals*	*Proposed Themes*
1996 April	*Interim research projects*	*Women's Access to Justice* *Canada Health and Social Transfer and its Impacts on Women*
1997 April	*Call for Proposals*	*The Integration of Diversity into Policy Research, Development and Analysis* *Changing Role of the State, Women's Paid and Unpaid Work, and Women's Vulnerability to Poverty*
1997 September	*Call for Proposals*	*Factoring Diversity into Policy Analysis and Development: New Tools, Frameworks, Methods and Applications* *Reducing Women's Poverty: Policy Options, Directions and Frameworks*
1997 September	*Urgent Call for Proposals*	*Custody and Access*
1998 August	*Call for Proposals*	*Women and the Canadian Tax System* *The Intersection of Gender and Sexual Orientation: Implications of Policy Changes for Women in Lesbian Relationships*
1998 September	*Call for Proposals*	*Trafficking in Women: the Canadian Dimension*
1999 June	*Urgent Call for Proposals*	*Women and the Canadian Human Rights Act*
1999 September	*Call for Proposals*	*Young Women at Risk* *Where have all the Women Gone? Shifts in Policy Discourses*

Source: Status of Women Canada, Research Directorate.

As indicated in Table 6.8, calls for proposals have been issued at least once a year since 1997, with occasional additional requests for research submissions on "urgent issues" related to the federal policy agenda[15]. Since 1997, there have been two urgent calls for proposals: *Custody and Access* (1997) and *Women and the Canadian Human Rights Act* (1999). Research priorities for the Fund have been set by its external committee, with specific themes being identified for each call for proposals. In 1997 and 1998 (the period corresponding roughly to the 1998-1999 and 1999-2000 competitions of *Women and Change*), six separate themes were identified as research priorities: *The Integration of Diversity into Policy Research, Development and Analysis* (1997); *Changing Role of the State, Women's Paid and Unpaid Work, and Women's Vulnerability to Poverty* (1997); *Factoring Diversity into Policy Analysis and Development: New Tools, Frameworks, Methods and Applications* (1997); *Reducing Women's Poverty: Policy Options, Directions and Frameworks* (1997); *Women and the Canadian Tax System* (1998); *The Intersection of Gender and Sexual Orientation: Implications of Policy Changes for Women in Lesbian Relationships* (1998). The four themes selected in 1997 clearly reflect the results of the 1996 consultation about the future of the Fund. Although the list of research priorities compiled at that time was a lengthy one, two broad themes integrated the many seemingly disparate concerns of scholars and women's groups. The first linked state and economic restructuring, women's work and poverty, while the second emphasized the need for greater attention to the diversity of Canadian women. One of the themes proposed in 1998 was also related to the issue of diversity. In 1999, the Independent Policy Research Fund asked for submissions on themes with a broader content: *Young Women at Risk* and *Where Have All the Women Gone? Shifts in Policy Discourses*. The most recent theme, announced in mid-September 2000, marks a return to a more traditional concern: *Women's Access to Sustained Employment with Adequate Benefits: Public Policy Solutions.*

6.2.3 Successful Applicants: Researchers, Research Teams and Research Models

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[15] Table 6.8 also includes the themes of two interim research project proposals which received funding in 1996, the transitional year during which the mandate and procedures of the Independent Policy Research Fund were defined.

As shown in Table 6.9, between 1996 and the summer of 1999, the Independent Policy Research Fund (IPRF) awarded 50 research contracts to individuals and teams. Researchers came from universities, from the private policy research sector, from the women's movement and from various community organizations and advocacy groups. Most proposals were submitted either by a team of university scholars or by an organization. Like *Women and Change*, the IPRC attracted collaborative research: at least 75% of successful proposals were submitted by teams of researchers or by organizations[16]. However, formal collaboration between academics and community partners - the dominant model in *Women and Change* - was found only in Quebec, although informal cooperation of this type may have been present in other instances. The data presented in Table 6.9 illustrates the very different research model supported by the IPRF: a large proportion of successful applications (at least 40%) were submitted by researchers working outside the academy.

There were additional and significant differences between the two programs. The IPRC funded contractual research. Under this model, researchers could be remunerated and time constraints were far greater. For urgent research, for example, researchers worked with very tight deadlines of less that six months from the issuing of the call for proposals to the publication of the research report. For regular calls for proposals, the time frame appears to be approximately three years from the beginning fo the selection process to the publication of the results. Some projects have been completed in less than two years. This stands in sharp contrast to the strategic research carried out within *Women and Change*. There the research process has tended to be lengthier, the financial resources for course buyouts have been absent and the need for productivity and rapid communication of results has had to be balanced against the goal of training young scholars and reaching an academic audience.

6.2.4 The Characteristics of the Research : a Comparison with Women and Change

A comparison of the broad thematic distribution of the actual projects funded by the Policy

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[16] See the list of applicants and proposals in Appendix I.

Table 6.9

Status of Women Canada, Research Directorate, Independent Policy Research Fund

Number of Projects and Characteristics of Research Teams Funded, 1996 to 1999.

Year and Type of Call for Proposals	Proposed Themes	Number of Projects	Characteristics of Team		
			Academic	Organisation	Mixed
1996: Interim research projects	-Women's Access to Justice -Canada Health and Social Transfer and its Impacts on Women	46	2 1	2 4	0 1
1997 (April): Call for Proposals	-The Integration of into Policy Research, Development and Analysis -Changing Role of the State, Women's Paid and Unpaid Work, and Women's Vulnerability to Poverty	67	4 3	2 3	0 1
1997 (September): Call for Proposals	-Factoring Diversity into Policy Analysis and Development: New Tools, Frameworks, Methods and Applications -Reducing Women's Poverty: Policy Options, Directions and Frameworks	49	3 3	1 6	0 0
1997: Urgent Call for Proposals	-Custody and Access	2	2	0	0
1998 (August): Call for Proposals	-Women and the Canadian Tax System -The Intersection of Gender and Sexual Orientation: Implications of Policy Changes for Women in Lesbian Relationships	22	2 1	0 0	0 1
1998 (September): Call for Proposals	-Trafficking in Women: the Canadian Dimension	4	2	2	0
1999: Urgent Call for Proposals	-Women and the Canadian Human Rights Act	4	4	0	0
1999 (September): Call for Proposals	-Young Women at Risk -Where have all the Women Gone? Shifts in Policy Discourse	n.a.			
TOTAL		50	27	20	3

Source: Status of Women Canada, Research Directorate.

Research Fund between 1996 and 1999 shows interesting areas of overlap and divergence between this program and *Women and Change*. The two dominant themes of *Women and Change* - work and marginalization - were well represented in both, although issues linked to marginalization were much more important in the research supported by IPRC.

Many proposals examined women's work. Here, however, the focus was on the analysis of blue and pink collar jobs, with more attention also paid to marginalized workers (e.g., immigrants and Aboriginal women). Health care workers, who were the object of much interest in *Women and Change*, were virtually absent, except for home caregivers. Policy analysis was also a prominent feature of most proposals. Considerable attention was paid to pay equity and to childcare, and very little to labour market policies and job-training programmes, which were well represented in *Women and Change*[17].

The theme of Marginalization/Diversity dominated the research agenda of the IPRC. Interestingly, almost no proposals dealt with violence against women, which was a major research theme with *Women and Change*. Instead, a wide range of marginalized women were studied, whether their marginalization was based on race, ethnicity, sexual orientation, physical disabilities or poverty. The experience of immigrant women was examined in a number of proposals, especially those linked to the theme *Trafficking in Women: the Canadian Dimension*. The research examined the impact of a range of existing social and economic policies on these women and identified future policy options.

Among the other themes examined by IPRC research, questions of access to justice and the legal rights of women were also very important. Eight proposals on these themes were funded in response to calls for submissions in 1996 - *Women's Access to Justice* - and in 1999 - *Women and the Canadian Human Rights Act*. On the other hand, some topics received little coverage: women's involvement in politics and government, women's health issues and the women's movement itself.

The examination of the specific proposals funded by IPRC, and the particular research issues

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[17] It is interesting to note that IPRC's most recent call for proposals emphasizes these policy issues.

which they addressed, confirms that there was limited convergence between *Women and Change* and this program. Even if the net is cast quite widely and all 147 funded projects of the former program are compared to the 50 proposals supported by IPRC, the two research programs appear quite distinct. Many IPRC calls for research proposals identify topics which are totally absent from the strategic program. These include the three 1998 themes *Trafficking in Women, Women and the Canadian Tax System* and *Intersection of Gender and Sexual Orientation: Implications of Policy Changes for Women in Lesbian Relationships*, as well as the 1997 theme *Custody and Access*. As for the other themes, there are isolated and specific examples of common concerns: with the shift to ambulatory care (IPRC, Côté, 1996; W&C, Saillant, 1998; Ducharme, 1997), with daycare policies (IPRC, Freiler, 1996; W&C, Rose, 1993), with the rise of homework (IPRC, Lippel, 1997; W&C, Das Gupta, 1994), with the social economy and its implications (IPRC, Relais-Femmes, 1997; W&C, Caron, 1997; Caron, 1998), with the housing needs of women (IPRC, Community Social Planning Council of Greater Victoria, 1997; W&C, Bridgeman, 1998), with sexual harassment (IPRC, Lippel, 1996; IPRC, Welsh, 1999; W&C, Welsh, 1995). Finally, there was some common ground between projects examining *Women and the Canadian Human Rights Act* and a number of *Women and Change* projects which explored the relationship between women's rights and human rights (W&C, Lamarche, 1995). Yet, despite these common concerns, there was an immense difference between strategic policy relevant research and pragmatic policy research designed to formulate policy alternatives.

The two 1999 calls for proposals appear somewhat less pragmatic and less narrowly focussed on policy. Both identify issues which have already been the object of some research within *Women and Change*. For example, a number of projects have examined young women at risk, whether from the perspective of pregnant and parenting teens, of dating violence, of educational and career barriers and opportunities, or of incest and sexual abuse. Similarly, the reflection on shifts in policy discourses can no doubt be enriched by some of the research on feminist theory as well as on public policy and the strategies of women's organizations. However, the research model favoured by IPRC makes it unlikely that Status of Women Canada will benefit from the experience of researchers supported by *Women and Change*.

This brief examination of the research activities supported by Status of Women Canada's Independent Policy Research Fund indicates that, despite a common commitment to promoting research that will contribute to the equality of women in Canadian society, *Women and Change* and the IPRC were profoundly different. These differences are expressed first in their specific research models, second in their respective visions of policy research and, third, in the specific research proposals which each program supported. Because of these differences, few scholars participated actively in both programs.

6.3 Research about Women and Feminist Perspectives in other Strategic Themes Programs

Since the creation of SSHRC's Strategic Themes Programs, research about women has traditionally fared quite badly, except in programs specifically focussed on women's issues. This was a conclusion of the evaluation of *Women and Work* in 1992 and little had changed by 1996, according to the Strategic Grants Programs Review made public at that time. The data presented below confirms this trend through to 1999. In late 1998, SSHRC announced the creation of three new Strategic Themes as well as the Community University Research Alliance Program (CURA), and attempted to devise program descriptions which explicitly welcomed research about women. Have these recent initiatives been more successful than previous themes? Are the Strategic Themes Programs becoming a more welcoming environment for feminist scholars, their partners and research centred on women's issues? These are the questions which this section of Chapter Six attempts to explore.

6.3.1 Other Strategic Themes Programs: Past Experience

As indicated in Table 6.10 below, research about women[18] has performed dismally in the various Strategic Themes programs whose life span coincided with *Women and Change*. The data shows that few applications were submitted to these programs - only 30 requests for funding over

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[18] For this analysis, research about women is defined as those projects where "women" was identified as either the primary or secondary research area.

TABLE 6.10

Research about Women in the Strategic Themes Programs[1], by number of Requests and Awards. 1993-1994 to 1999-2000

Research area	1993-1994		1994-1995		1995-1996		1996-1997		1997-1998		1998-1999		1999-2000		Total	
	R.	A.	R.	A.	R.	A.	R.	A.	R.	A.	R.	A.	R.	A.	R.	A.
Women as primary	0	0	4	3	8	0	1	0	0	0	1	0	0	0	14	3
Women as secondary	5	3	3	1	3	0	3	0	1	0	1	0	0	0	16	4
Total	5	3	7	4	11	0	4	0	1	0	2	0	0	0	30	7
Success rate	60.0 %		57.1%		0.0%		0.0%		0.0%		0.0%		n.a.		23.3%	
Total all projects	145	56	156	76	109	43	86	32	90	36	27	9	29	10	642	262
Success rate	38.6%		48.7%		39.4%		37.2%		40.0%		33.3%		34.5%		40.8%	
Women as % all Projects	3.4%	5.4%	4.5%	5.3%	10.1%	0.0%	4.7%	0.0%	1.1%	0.0%	7.4%	0.0%	0.0%	0.0%	4.7%	2.7%

Source: SSHRC, Database

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[1] This table excludes the results of the 1999 competitions for the three Strategic Themes introduced in that year.

the seven year period, or 4.7% of all requests. Similarly, very few of these proposals were successful - only 7 funded research projects during the same period, or 2.7% of all awards made in the Strategic Programs (other than *Women and Change*). Unlike the upward trend observed in SSHRC's Standard Research Grants Program, here the interest in and support for research about women actually declined as the decade progressed. After considerable success in 1993 and 1994, in subsequent years the success rate declined to 0.0%: no projects about women's issues were funded in the other Strategic Programs after 1994.

Women and Change was a very broadly defined theme which supported a host of very different research projects. This may of course explain why so few proposals about women were submitted to the other Strategic programs. However, this is not an entirely satisfying explanation. Many of the other strategic themes which were in place during the 1990s were also potentially very attractive to scholars concerned with women's issues. Although *Managing Global Competitiveness* did not have an obvious appeal, there is no reason why feminist scholars should not have been interested in *Applied Ethics* and *Education and Work*. And certainly the under-representation of women in science could have been addressed in *Science and Technology Policy*. One clue may be found in the language of the field descriptions which were made available to potential applicants. None of the field descriptions for these four programs contained a reference to gender or women or to issues which were of particular significance for women.

Between 1993 and 1999, SSHRC also contributed to a number of Joint Initiatives, research programs whose objectives were similar to the Strategic Themes, but whose funding mechanisms were somewhat different. Three Joint Initiatives were in existence for some of this period: *Aboriginal Affairs, Science Culture in Canada* and *Persons with Disabilities*. As was the case for the Strategic Themes, these programs attracted limited attention from scholars interested in the experience of Canadian women.

However, although reduced in number, some projects about women were supported in both of these types of SSHRC programs. The analysis of the files of successful applicants indicates that

the concerns which these projects addressed bore a striking resemblance to the issues examined in the context of *Women and Change*. Among these issues were Aboriginal women and access to justice (*Aboriginal Affairs* Joint Initiative), strategies for attracting women to careers in science (*Science Culture in Canada* Joint Initiative), the impact of aging on women with disabilities (*The Integration of Persons with Disabilities* Joint Initiative), the relationship between education and careers in science (*Education and Work in a Changing Society* Strategic Theme), the difficulty of reconciling education, work and the family (*Education and Work in a Changing Society* Strategic Theme), and finally ethical issues relating to women's health and the development of feminist health care ethics (*Applied Ethics* Strategic Theme, in both cases). In all of the projects described above, scholars and their partners engaged in policy relevant research about women. Thus, other Strategic Themes and Joint Initiatives could support feminist scholarship and innovative research about women - unfortunately, these programs did so infrequently

6.3.2 Research about Women in the New Strategic Themes Programs and in the CURAs

The New Programs

Since 1998, SSHRC has introduced three new strategic themes as well as a new program which is strategic in its research model and objectives, the Community University Research Alliance or CURA program. The three new strategic themes were *Challenges and Opportunities of a Knowledge-based Economy, Exploring Social Cohesion in a Globalizing Era* and *Society, Culture and the Health of Canadians.* These new programs were intended to foster collaborative, partnered, interdisciplinary and policy relevant research on three targeted themes which were selected following an extensive consultation with members of the academic community and various stakeholders[19]. In all three instances, the field descriptions adopted inclusive language. Attempts were made to show how gender could be factored into the analysis of these social issues; specific examples illustrated how research about women could contribute to each of these new themes.

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[19] The complete descriptions of these programs can be found on the SSHRC website.

While the stated objectives suggested strong elements of continuity with earlier Strategic Themes Programs, the competitions for the new themes were organized differently with a two-stage process incorporating a letter of intent. These programs also differed from the previous generation of themes by restricting the range of research activities that were supported. Only research projects were eligible for funding, although these could be very ambitious and incorporate some features found in research workshops and research networks. Finally, all three programs were designed to have a fixed lifetime: there would be only two competitions, in 1999 and 2001.

The CURA program, which was introduced at the same time, was a significant departure for SSHRC. Like the Strategic Programs, CURAs sought to promote partnered research, linking universities to the broader community. However, this collaboration was not limited to the production of policy relevant research. Instead, a range of activities - bringing together research, teaching and dissemination - could be supported and a variety of goals pursued. Finally, CURAs were meant to fund the infrastructure required to support an ongoing research program, rather than to directly finance a specific research project. Like research network grants, CURAs were designed to function in tandem with other sources of funding.

The new Strategic Themes Programs generated 111 requests for funding at the second stage (i.e., post letter of intent) of the 1999 competition, 42 of which received awards. As for the CURAs, 72 requests were submitted by applicants who were successful at the letter of intent stage, and 22 of these were subsequently funded. The success rates were generally much higher for the Strategic Themes than for the CURAs, although there were significant variations between Strategic Themes.

Research about Women in the New Programs

How did research about women fare in these new programs? In order to answer this question, it is essential that projects whose research area is "women" be identified. This is not an easy task. As indicated earlier in this chapter, the creation of these new programs coincided with the introduction of a revised application form containing a new set of proposed research areas. In addition, this new

form encouraged principal investigators to select a large number of research areas to describe their project. As a result, it was no longer possible to identify projects about women on the basis of the primary and secondary research themes. The addition of "gender" as a research area further complicated the analysis. It was therefore impossible to rely on compilations drawn from the SSHRC database.

This analysis of research about women in the new programs relies instead on the careful analysis of all of the applications, whether they proved successful or not. The examination of the research proposals suggested a classification scheme which describes the different ways in which women's issues or gender perspectives inform these projects. The projects have been divided into four categories: those which do not incorporated gender or women's issues; those where gender or women's issues are present in only a minor way, for example as one component of a multi-project research program, or as one variable among a host of variables (Type 3 projects); those where gender is a fundamental dimension of the project or where men's and women's specific experiences are systematically examined (Type 2); and finally, those projects whose focus is squarely on women's issues (Type 1). The three following projects (drawn from the *Society, Culture and the Health of Canadians* Strategic Theme) exemplify these three different levels of engagement with women/gender issues: *Health and Home Research: a Housing Community for Downtown Eastside Women* (Type 1), *Barriers to Physical Activity for Canadian Youth* (Type 2), *Multicultural Meanings of Social Support Among Immigrants and Refugees* (Type 3). Using this classification scheme, we have attempted to determine the relative importance and success rates of research about women in the new programs, as well as the type of research model found most frequently in these projects.

The data presented in Table 6.11offers an overview of the relative importance of research about women in all of the new programs. Research about women is well represented in two of the three new Strategic Themes Programs - *Exploring Social Cohesion in a Globalizing Era* and *Society, Culture and the Health of Canadians* - as well as in the CURAs. Only in *Challenges and Opportunities of a Knowledge-based Society (KBE)* was this research area totally absent. The majority of the new programs thus provided substantial support for projects which recognized the

need to take the experience of women, or differences based on gender, into account. These projects represented 22.7% of successful applications to the CURA program, 35.3% of successful applications to *Social Cohesion*, and an exceptional 64.7% of successful applications to *Health*. Even if we limit our definition of research about women to projects belonging to Types 1 and 2, the results still indicate a very strong presence of this research area: 11.8% of awards for *Social Cohesion*, 13.6% of awards for CURAs and 29.6% of awards for *Health*.

These results indicate a tremendous improvement in the status of research about women and gender issues within the Strategic Themes Programs. The interest generated by the new themes, but especially the very high success rates of projects about women, appears extremely positive. In some respects, the performance of the new Strategic Programs even exceeds that of the Standard Research Grants Program[20] in recent years, despite the notable progress made in that program during the 1990s. The data provides further evidence of the greater prominence of women's issues and gender issues on the research agenda; it also may be a sign of the greater acceptance of feminist approaches and scholarship.

However, the results also indicate the very uneven pace of this progress. The results in *KBE* are more consistent with past Strategic experience. As was the case with the Standard Research Grants Program, support for research about women clearly remains unevenly distributed across disciplines and research areas. It is also disappointing to note that female principal investigators, regardless of their research topic, were unsuccessful in this competition.

6.3.3 The New Programs and their Research Model

The new Strategic Themes and the CURAs attracted research proposals which in most instances signified an important change in the type of research model supported by strategic research.

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[20] Although it is important to remember that a more restrictive definition of "research about women" was used in analysing the Standard Research Grants Program.

TABLE 6.11

Research about Women in the New Strategic Themes and the CURAs,

Requests and Awards, 1999 competition.

	KBE		Social Cohesion		Health		CURAs	
Type of project	*Requests*	*Awards*	*Requests*	*Awards*	*Requests*	*Awards*	*Requests*	*Awards*
Women's Issues								
- Type 1	*0*	*0*	*2*	*1*	*7*	*4*	*4*	*2*
- Type 2	*1*	*0*	*2*	*1*	*8*	*4*	*5*	*1*
- Type 3	*1*	*0*	*6*	*5*	*8*	*5*	*8*	*3*
Subtotal	*2*	*0*	*10*	*7*	*22*	*13*	*17*	*6*
% of Total	*9.1%*	*0.0%*	*28.1%*	*35.3%*	*35.1%*	*64.7%*	*23.9%*	*22.7%*
Other Projects	*20*	*9*	*22*	*10*	*35*	*14*	*55*	*16*
TOTAL	*22*	*9*	*32*	*17*	*57*	*27*	*72*	*22*

Source: SSHRC, Files of Applicants

The new model was certainly different from that which was prevalent in *Women and Change*. In the new programs, proposals were generally put forward by much larger and more complex research consortia involving academic teams with greater numbers of members and requiring collaboration with far more partners. The level of funding was also considerably higher in the new programs.

Data presented in Tables 6.12 and 6.13 illustrates these characteristics of the dominant research model in these new programs. The average size of the successful academic teams ranged from 5 persons for *Social Cohesion* and *Health*, to 6.7 persons for KBE. The average team size for CURAs was even larger, 9.5 persons, but the data is not strictly comparable since CURAs failed to make a rigorous distinction between partners and members of the academic research team. In all of these programs, successful projects about women or gender (types 1 and 2) tended on average to have slightly smaller research teams: 4 persons for Social Cohesion, 4.5 for Health and 9 for CURAs. It is useful to remember that the average team size in *Women and Change* was 3.4 individuals[21].

The new Strategic Programs and the CURAs also differed from *Women and Change* by the number of partners associated with the research proposals. Table 6.13 presents the distribution of proposals by number of partners for each of these programs. The majority of projects in all programs involved more than 5 partners. While there were tremendous variations between projects, with some involving only one partner and others as many as 23, the median value stood at 5 partners for the three new Strategic Themes, and at 7 for the CURAs. Successful proposals which incorporated women's issues or gender perspectives tended to follow this general pattern. Again, it is useful to remember that the projects funded by *Women and Change* averaged 2.5 partners per award.

While the number of partners was greater in these new programs, the projects about women tended to link academics to the same type of partners as did collaborations developed within the framework of *Women and Change*. Partners were women's organizations, community-based

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[21] This is in fact inaccurate, since in many cases collaborators were counted as well; the true figure would be lower.

TABLE 6.12

Research about Women in the New Strategic Themes and the CURAs, by Team Size, 1999 competition.

	1 Person		2 Persons		3 Persons		4 Persons		5 Persons		6 Persons		7+ Persons		Total	
Program and type of project	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*
KBE																
- About women	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*1*	*0*	*1*	*0*	*2*	*0*
- Total	*0*	*0*	*2*	*0*	*3*	*2*	*1*	*0*	*4*	*2*	*1*	*0*	*11*	*5*	*22*	*9*
Social Cohesion																
- About women	*0*	*0*	*1*	*1*	*3*	*2*	*0*	*0*	*2*	*1*	*2*	*1*	*2*	*2*	*10*	*7*
- Total	*1*	*1*	*2*	*1*	*3*	*2*	*6*	*1*	*4*	*3*	*7*	*3*	*9*	*6*	*32*	*17*
Health																
- About women	*1*	*1*	*1*	*0*	*2*	*2*	*4*	*2*	*5*	*4*	*4*	*1*	*5*	*3*	*22*	*13*
- Total	*2*	*2*	*2*	*0*	*11*	*3*	*12*	*7*	*13*	*7*	*8*	*3*	*9*	*5*	*57*	*27*
CURAs																
- About women	*1*	*0*	*0*	*0*	*0*	*0*	*1*	*1*	*3*	*1*	*1*	*0*	*11*	*4*	*17*	*6*
- Total	*9*	*3*	*2*	*0*	*8*	*2*	*4*	*3*	*6*	*1*	*4*	*1*	*39*	*12*	*72*	*22*

Source: SSHRC, Files of Applicants

TABLE 6.13

Research about Women in the New Strategic Themes and the CURAs, by Number of Partners, 1999 competition.

	1 Partner		2 Partners		3 Partners		4 Partners		5 Partners[1]		6 Partners		7 + Partners		Total	
Program and type of project	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A.*	*R.*	*A..*
KBE																
- About women	*0*	*0*	*0*	*0*	*1*	*0*	*0*	*0*	*1*	*0*					*2*	*0*
- Total	*2*	*2*	*1*	*0*	*4*	*1*	*2*	*1*	*13*	*5*					*22*	*9*
Social Cohesion																
- About women	*1*	*1*	*0*	*0*	*1*	*0*	*2*	*1*	*6*	*5*					*10*	*7*
- Total	*2*	*2*	*5*	*2*	*2*	*1*	*6*	*2*	*17*	*10*					*32*	*17*
Health																
- About women	*3*	*2*	*3*	*2*	*2*	*1*	*5*	*2*	*3*	*2*	*2*	*1*	*4*	*3*	*22*	*13*
- Total	*8*	*3*	*9*	*5*	*6*	*2*	*10*	*3*	*6*	*4*	*4*	*2*	*14*	*8*	*57*	*27*
CURAs																
- About women	*1*	*1*	*0*	*0*	*1*	*0*	*3*	*0*	*3*	*1*	*2*	*0*	*7*	*4*	*17*	*6*
- Total	*8*	*2*	*10*	*2*	*6*	*1*	*6*	*1*	*5*	*1*	*8*	*3*	*29*	*12*	*72*	*22*

Source: SSHRC, Files of Applicants

[1] For KBE and Social Cohesion, data is compiled on a slightly different basis, with the final category including teams with 5 or more partners.

organizations, women's policy agencies at the provincial or federal level, municipal government agencies - particularly in the health and social services areas, and trade unions. Once again, linkages to the private sector were few.

With more academic members and larger numbers of community-based partners, it is not surprising that these projects were far more generously funded than the proposals submitted to *Women and Change*. The average award to projects about women was $ 433,337 for *Social Cohesion*, $ 354,088 for *Health* and $662,980 for the CURAs. This was between 4 and 8 times greater than the average award of $ 80,309 made to research projects in *Women and Change*.

The research projects funded in these new programs tended to be far more ambitious than those supported by Women and Change, at times bringing together a score of complementary sub-projects under a common umbrella. The analysis of the 13 successful Type 1 and 2 projects provides a sense of how their contents compare with the issues examined by scholars working in *Women and Change*. Not surprisingly, there are some strong elements of continuity between these various programs. These are especially evident in the CURAs. *Égalité, pluralité et solidarity: nouveaux défis des rapports sociaux de sexe* brings together important strands in research projects previously developed by UQAM's Institut d'études et de recherches féministes and builds on partnerships developed under *Women and Work* and strengthened by the support of *Women and Change*. Another CURA, *Genre et enjeu de sécurité humaine* had strong links to McGill's Centre for Research and Teaching on Women and elaborated on a theme previously supported by Women and Change (albeit with another team of scholars). A third CURA, *Bridging the Solitudes: a Community-University Research Alliance Linking Education and Labour Market Access* emerged from York's Centre for Research on Work and Society; integrating gender analysis, this project explored a theme which was of considerable importance to *Women and Change*.

The new Strategic Themes also supported some themes which had antecedents in the *Women and Change* program, although most projects tended to examine issues which had not dominated the research agenda of *Women and Change*. The *Health* theme supported two research projects which

had much in common with projects funded by *Women and Change*: their focus was on dating violence and on the health issues, particularly the stress resulting from the pressures of reconciling work and family. The majority of projects funded in this program had, however, few links to Women and *Change*. As indicated in an earlier chapter, only a narrow range of health issues had been the focus of research interest in *Women and Change*. Considerable energy was devoted to the study of the health care system and of health care workers, but litte attention was paid to the health of Canadian women themselves. The new program supported many research proposals which attempted to fill this gap. They examined a variety of health issues and studied the health of specific groups of women: health and housing, the health of low-income women, the health of elderly women, the health of sex-trade workers, the health of First Nations communities, and the barriers to the physical activity of youth, In *Social Cohesion*, too, the funded research explored themes which had been neglected by *Women and Change*. Awards were made to projects examining the intersection of social cohesion, race and gender - in one instance, by studying marginalized girls, in the other, by focussing on transnationalism and citizenship through the experience of recent immigrants from Hong Kong. Issues relating to immigration, ethnicity and race received little attention in *Women and Change*. However, while the research themes were often new, it is interesting to note that eight of the thirteen successful research teams included members who had been successful applicants or co-applicants to the *Women and Change* program between 1993 and 1999.

Women and Change, and *Women and Work* before it, have been an important component of the Strategic Themes Program for almost two decades. During that time, these two programs have contributed to the development of scholarship on range of women's issues and they have promoted collaborative, interdisciplinary, partnered and policy relevant research. These programs have provided an environment with the potential to foster expertise which could be readily transferred to other Strategic Themes. However, the available evidence indicates that for most of the past fifteen years, this transfer did not take place. During this time, a variety of Strategic Themes programs were created, but most attracted and supported few research projects about women. The most recent cohort of Strategic Themes and the CURA initiative seem to mark new stage in the relationship between mainstream strategic research on the one hand, and research about women and feminist

scholarship on the other. Although one of the new themes, *The Challenges and Opportunities of a Knowledge-based Economy and Society*, presents a different profile both in terms of requests for funding and awards, the other programs show that research about women and gender issues is being increasingly incorporated into the broader research agenda. These accomplishments appear even more remarkable since the research model supported by these new programs has required collaboration and partnering on a far larger scale than what was typical of *Women and Change*.

6.4 Summary

This Chapter has attempted to compare *Women and Change* to other research programs, both within SSHRC and elsewhere. The analysis indicates that while *Women and Change* has a unique set of characteristics, research about women and women's issues receives strong support in a range of other programs, each of which favoured a particular research model. The analysis also suggests areas where support for research about women continues to be insufficient and unsatisfactory.

Seventeen years after the creation of SSHRC's first strategic theme promoting research about women and feminist scholarship, the performance of the Standard Research Grants Program suggests that this research area is now strongly supported across a wide range of disciplines and committees. During the 1990s, there has been considerable growth in the level of interest and support for research about women. By 1999, more than 8% of awards were made to projects which were explicitly identified with this research area. In this same year, the success rate for proposals with this focus had reached 46.2%, a level exceeding the average for this program, as well as the average for *Women and Change* in that year's competition.

The Standard Research Grants program provided support to research about women in the humanities - literature, fine arts, history, etc. - as well as in the social sciences, unlike the *Women and Change* program where humanists were rarely applicants. In those disciplines and research areas common to both programs. there is strong evidence that the concerns and approaches of scholars were often convergent. Surprisingly, social science research supported in the Standard Research

Grants program was not devoid of a policy focus.

Despite the breadth of the research supported by both the Standard Research Grants program and *Women and Change*, certain features were specific to the latter program and reflect its strategic focus. Thus, issues which emerged as pressing social concerns in the 1990s and which figured prominently on the research agenda of women's organizations and other NGOs occupy a prominent position in *Women and Change*. The importance accorded research about violence against women, the restructuring of the health care system, the changing role of health care workers and the resulting burdens placed upon community organizations working in this area, as well as a broader attempt to examine the role of the not-for-profit sector and strategies to overcome poverty and marginalization - these reflected the close ties between academics and partner organizations. The significance of partnered, collaborative research also clearly distinguished *Women and Change* from feminist research in the Standard Research Grants program, although such research was not devoid of these characteristics.

Because of its links to the women's movement and the presence of pragmatic, policy-relevant research, *Women and Change* had much in common with Status of Women Canada's Independent Policy Research Fund, created in 1996-1997. The research issues which dominated *Women and Change's* research agenda, particularly the theme of women's marginalization, especially the forms of marginalization resulting from poverty or from various forms of discrimination, received strong support from the Independent Policy Research Fund and were often the object of calls for proposals. However, the specific areas of intersection between these two programs remained limited and quite well-defined. The focus of the IPRC was more directly centred on the analysis and evaluation of government policy and the formulation of policy recommendations. The research model favoured by the program was tailored to meet these pragmatic objectives; the fund supported contractual research and imposed tight production schedules. Its pragmatic focus also attracted researchers from outside the academy, many of whom worked as consultants in the policy research sector or were the employees of organizations who might have been partners in a Strategic environment. As a result, the type of partnered research model supported by *Women and Change* seems not to have been well

represented in this program.

For most of the 1990s, *Women and Change* was the only Strategic Themes Program which provided support to feminist scholarship and to research about women's issues. The material presented in this chapter has demonstrated that there was very little room for this type of research within the other Strategic Themes and Joint Initiatives, despite the value which these programs placed upon collaborative, partnered and policy-relevant research. And, contrary to the Standard Research Grants Program, the situation did not improve between the 1993 and 1999 competitions. Furthermore, in the rare cases where proposals dealing with women's issues were supported, researchers' theoretical approaches, methodologies and questions were similar to those found within *Women and Change*. There was clearly no reason why research about women could not play a greater role within the various targeted strategic research themes.

During the past two years, this tendency to exclude or marginalize research about women in the other Strategic Themes seems to have been reversed. For a variety of reasons, two of the three new Strategic Themes as well as the CURA program, both of which were introduced in 1998, have been very successful in attracting and supporting research about women. The careful analysis of applications and awards made in all of these programs shows that a significant proportion of research teams attempted to incorporate women's issues and gender perspectives into their respective research agendas. A broad spectrum of topics could thus be explored, some of which bore a strong resemblance to research carried out in *Women and Change*. In other instances, however, new issues were addressed or familiar questions were reconfigured and renewed in ways suggested by the targeted themes. The new programs thus appear to have drawn to some extent upon the research capacity built by *Women and Change* (and before it, *Women and Work*) and to have suggested stimulating new directions for research. A closer analysis would no doubt indicate the ways in which many other SSHRC initiatives have also contributed to these new programs. Finally, the new Strategic Themes and the CURAs have also encouraged and rewarded a research model which differs in many respects from that of *Women and Change* and the earlier generation of Strategic Themes.

The comparison of *Women and Change* to other programs, particularly within SSHRC, has revealed important elements of convergence. Research about women's issues has become more widespread within these other programs during recent years. Many of the intellectual issues and policy concerns which have been at the heart of *Women and Change* have also received support in these other programs. The comparative analysis also suggests that these improvements have not touched all of SSHRC's activities evenly. Within both the Standard Research Grants Program and the other Strategic Themes Programs, there remain specific disciplines and research areas where research about women and feminist perspectives have made only limited progress. On the other hand, this comparison has also shown that there is a wide range of research about women which is taking place outside of the *Women and Change* program. A large portion of this research often has much in common with *Women and Change*. However the numerous differences, such as the greater role of scholars from the humanities in the Standard Research Grants Program, the greater focus on policy analysis in the Independent Policy Research Fund, and the importance of links to partner organizations in *Women and Change*, highlight the specific contribution made by each of these programs.

CONCLUSION

Conclusion

This evaluation of the Strategic Theme Program *Woman and Change* was designed to achieve four separate goals:

- To provide a detailed description of the characteristics of the researchers and research activities supported by *Women and Change.*
- To examine the objectives of the program and to assess whether or not these have been met.
- To examine the characteristics of the research funded and the types of outcomes achieved in order to determine whether they are specific to this program, or whether they can also be found in feminist research or in research dealing with women/gender issues supported by other programs.
- To consider options for the future of the program

The time has come to review the findings in this report and to formulate specific recommendations.

7.1 Summary of Findings

7.1.1 Overview of the Program

Women and Change was created in 1992 in the wake of the evaluation of *Women and Work*, the first Strategic Theme devoted to women's issues. The new program was assigned five broad objectives which remained essentially unchanged in the following years. These goals are set out in detail in the next section of this chapter, as they are used to assess the performance of the program.

From its inception through to the 1999-2000 competition, the Strategic Theme program *Women and Change* attracted 438 applications and provided funding to 147 research proposals. Interest in the program evolved through three distinct stages: a very enthusiastic and strong response in 1993-1994, a levelling off to a more moderate level of interest in the following five years, followed by a further reduction in the number of applications in 1999. The number of proposals receiving funding has also declined progressively, from a high of 32 in the first year, to only 11 in 1999. Candidates seeking funding have been slightly less successful than their counterparts in other SSHRC Strategic Themes or in the Standard Research Grants program; however, annual success rates have fluctuated considerably.

Women and Change provided various types of support to scholars: research grants, research network grants, research workshop grants and partnership development grants. Research grants attracted the vast majority (80 to 90%) of applications, awards and funding. Workshops and networks accounted for approximately 10%, while partnership development grants proved to be the least popular of the research options.

The program attracted scholars from a range of disciplines, although the majority were from the social sciences. In spite of earlier concerns about the limited participation of humanists in *Women and Work*, and explicit calls for greater efforts to correct this imbalance, *Women and Change* attracted few scholars from the humanities. The proportion of principal investigators from humanities disciplines in fact declined, largely because of the apparent withdrawal of feminist historians from strategic research. Similarly, humanists were poorly represented in teams lead by scholars from other disciplines. However, scholars from the natural and medical sciences often collaborated with social scientists.

The program attracted scholars from across the country. However, there have been imbalances in regional representation. Collaborative, multidisciplinary and partnered research about women and women's issues continued to be far more strongly entrenched in Quebec than elsewhere

in Canada. As a result, Quebec institutions (particularly UQAM and Laval) experienced extremely high levels of success within *Women and Change*.

The overwhelming majority of those funded by the program were women. Of 147 principal investigators, only 12 were men, while only a further 56 male scholars participated in projects as co-investigators. At most, 13.4% of scholars involved in *Women and Change* have been men. These low numbers do not mean that the program failed to attract male principal investigators, instead they point to the low success rates which these men experienced. This situation was different from that of *Women and Work*, where male candidates and principal investigators played a greater role.

The aggregate statistical data also provides a first impression of the types of research issues examined under *Women and Change*. The evidence points to significant research about a limited number of themes including a continuing interest in the theme of *Women and Work*. The emergence of health, and social development and welfare as important research themes is also noteworthy.

7.1.2 Assessing Women and Change

The Strategic Research Model

Like all Strategic Themes Programs, *Women and Change* was intended to foster a particular research model. This model promoted collaborative, multidisciplinary and interdisciplinary research. It also valued the creation of partnerships between the academic community and organizations in the private, public and not-for-profit sectors. The strategic research model also was designed to encourage policy-relevant research, whose results could inform public debate or be of use to policy makers. This research model also valued the dissemination of research beyond traditional academic circles. Thus, the assessment of *Women and Change* must begin by determining how well the program measured up to the standards of the strategic research model.

There is no doubt that *Women and Change* was extremely successful in promoting and

supporting collaborative research. The statistical evidence provided in Chapter Three is very convincing. The dominant research model within the program has been collaborative - only 13% of proposals and awards involved a single scholar. Research teams have tended to become larger over the lifetime of the program, within increasing support for teams of four or more. This pattern represents a significant change from *Women and Work*, where most principal investigators worked alone.

The trend toward increased collaborative research also contributed to a high level of multidisciplinarity. Nevertheless, approximately 21% of research teams were composed of scholars belonging to the same discipline, in some instances the same sub-discipline, while a further 13% were in fact one-person teams. Multidisciplinarity was also limited by the scarcity of humanities researchers within research teams. Only 20% of all the research teams drew upon at least one scholar from the humanities. Instead, social scientists tended increasingly to collaborate with scholars from the natural and health sciences. Whether or not increased disciplinary diversity within research teams contributed to the development of interdisciplinary approaches, methodologies and understandings, is a more complex issue. Certainly large numbers of scholars publicly identified their projects as interdisciplinary - this was true of more than 12% of awards. In addition, qualitative information provided in the applications for funding, and especially the final productivity reports, suggests that many teams worked in an interdisciplinary fashion.

Women and Change was very successful in building research partnerships. The detailed analysis contained in Chapter Five shows that approximately 60% of projects involved at least one partner, with the average project linking a team of academics to two or three organizations. In comparison only 25 to 40% of awards under *Women and Work* had involved partners. Few of the partners in *Women and Change* came from the world of business, while the public and para-public sectors accounted for roughly 20%. The vast majority of partners were NGOs - primarily with links to the women's movement, as well as professional and labour organizations, and community groups. These partnerships forged links between feminist scholars and particular sections of the policy-research community.

While there is a long tradition of collaboration between academics and women's groups in Canada, the formal research partnerships promoted by the Strategic Themes Programs represent a form of collaboration which is not yet well established throughout the country. Many scholars conceived of the partner's role in quite limited terms. It was in Quebec that scholars were most successful in building strong and ongoing relationships with their partners.

A survey of representatives from partner organizations offers another perspective on this issue. While the involvement of many partners remained limited, in most cases these organizations indicated that they had neither the personnel nor the resources to play a greater role. Given these circumstances, the majority of partners expressed satisfaction with the quality of the research collaboration; most also indicated that they were delighted with its outcomes.

The final characteristic of the strategic research model is its promotion of policy-relevant research and the dissemination of this research to policy makers and stakeholders. When assessing the performance of *Women and Change*, it is therefore essential to have a clear understanding of policy relevance. The comparison with the Independent Policy Research Fund of Status of Women Canada was quite instructive in this regard. The IPRC has a very specific, perhaps narrow, definition of what constitutes policy relevant research; for that program, policy relevance is basically synonymous with policy evaluation and analysis. *Woman and Change*, like the other Strategic Themes Programs, understands policy relevance in a broader fashion. It encourages research "that will assist in the development of policies to facilitate the full participation and contribution of women in our changing society". It also seeks to "increase the awareness and appreciation of the needs, values knowledge, experiences and contributions of women".

Most projects funded by *Women and Change* explicitly addressed public policy issues. Few, however, emphasized the pragmatic analysis or review of existing policies and programs. Fewer still actively sought to collaborate with or influence government policy makers. Instead, this policy research tended to respond to the needs of organizations and to those of their employees, members or clients.

The Contribution to Knowledge

Women and Change was not only designed to promote a particular research model, it was also intended to contribute to a better understanding of the research issues relating to this specific theme. The program objectives identify three specific goals with respect to the advancement of knowledge:

- develop new basic approaches and analytical methods to understand the dynamics and significance of global or more particularized aspects of change for women in general or for specific groups of women

- document, question and reconceptualize the directions, limits, meanings and effects of major social and cultural changes for women, as well as women's own responses, resistances and initiatives concerning these changes

- enhance understanding of the relations between the changes taking place in society and the ways in which women - from various backgrounds and at different points in their lives - experience, influence and adapt to such changes.

This is an ambitious research program, one which attempts to map out a new research domain. The fourth chapter of this evaluation assesses the achievements of *Women and Change* with respect to increased knowledge and the development of a pool of scholars capable of contributing to the advancement of research about women in Canada.

The available evidence shows that *Women and Change* succeeded in meeting most of these strategic objectives. The theme has generated a wide range of conceptual, empirical and pragmatic research. It has been successful in contributing to a better understanding of the major economic, social, political and cultural transformations affecting the lives of Canadian women. It has supported

research documenting the individual and collective responses of Canadian women to these changes. These diverse approaches to change were not however equally represented in the program. Only a minority of projects were primarily theoretical or methodological. Similarly, few projects undertook analyses of change at the macro level. Instead, the greatest number of projects attempted to document and analyse changes that were more specific and narrowly defined. Many also examined women's initiatives to shape changes, while a few others studied barriers to change. A final cluster of research proposals scrutinized policies and programs.

Women and Change also contributed to the advancement of knowledge about a variety of specific economic, social and cultural changes. Two broad themes clearly dominated the research agenda. The first was employment and labour. Women's work - paid and unpaid, in the professions and in other occupations, the relationship between work and family life, the impact of work on women's health, education and training for work, the various forms of discrimination faced on the workplace - offered up an inexhaustible store of questions and problems which required elucidation. Understanding Women and Change in the 1990s meant, as it had in the previous decade, attempting to understanding the profound changes which continued to shape the working lives of Canadian women.

The second large grouping of research proposals is one which I have described as Women and Marginalization: marginalization because of race, ethnicity, poverty, age, orientation or specific forms of discrimination. Within this second broad theme, the largest number of projects examined women and girls who were victims of violence and most united scholars and community-based partners.

As a result of the explicit guidelines formulated for *Women and Change*, research undertaken responded to the call for greater analysis of policy. A perhaps unanticipated effect has been the enhanced interest in the process of policymaking itself. Many recent proposals have attempted to document how policy is shaped, how the policy research communities are structured, as well as how they are being transformed by new technologies.

Unlike many other strategic themes, the breadth of *Women and Change* has made it permeable to a range of other forces. As a result, the specific issues which researchers and their partners brought forward often owed little to the specific goals of the program. Among the other forces shaping *Women and Change* was the existing research capacity of the Canadian academic community: particularly the legacy of *Women and Work* and the creation of five Research Centres on Family Violence and Violence Against Women in 1991.

The economic, social and political context of the 1990s is also reflected in the projects funded. Government downsizing and the restructuring of health care delivery clearly contributed to the numerous proposals examining health care workers and caring labour. The Quebec government's summit on the" social economy" also shaped research activities within the program. International events - notably the Beijing conference on women's rights - were also important factors.

After seven years, certain themes and issues have not been addressed and certain research gaps remain. First, the virtual absence of historians, philosophers, and scholars in the fields of language, literature and the fine arts impoverishes our understanding of the transformation of the lives of Canadian women and of the policy implications of such changes. Little of the research adopts a broad time frame or a long-term perspective, which in turn hindered the examination of "macro-social structures governing change". The limited presence of humanists also meant few studies have been devoted to cultural change and the representation of women.

Second, the under-representation of women in some disciplines may have contributed to the very small number of proposals which addressed the important themes of science and technology, and the economy. Third, it is surprising to note that few studies have examined aging or the experiences of elderly women. Finally, multiculturalism and ethnicity has not been an important research theme. Added to this has been an uneven regional distribution of research.

Women and Change has provided substantial support to both new and established scholars. The program has offered numerous job opportunities for graduate and undergraduate students. It has

Women and Change has provided substantial support to both new and established scholars. The program has offered numerous job opportunities for graduate and undergraduate students. It has sustained large research teams which have created supportive environments for large numbers of M.A. and Ph.D. students. It is likely that over one thousand students have gained work experience through these projects and that as many as two hundred and fifty to three hundred new theses are linked to these research projects. This is a significant accomplishment and constitutes an important contribution to research capacity for the study of women in general, and in a host of specific policy areas.

Women and Change has provided support for scholars in many disciplines. It has provided support to a number of established feminist scholars. The program appears to have simultaneously encouraged many scholars to engage in collaborative, partnered policy research for the first time, and rewarded those scholars who have chosen to make a substantial commitment to this research model.

The analysis of the goals set for *Women and Change* in 1992 and its achievements between 1993 and 1999 demonstrates that the program has been extremely successful. It has encouraged and supported collaborative, multi/interdisciplinary, partnered research. It has promoted research on public policy issues whose results have been communicated to policy makers, practitioners and partners. This research has produced valuable practical outcomes. *Women and Change* has also contributed to the advancement of knowledge about the changes affecting Canadian society and Canadian women. The program has provided employment and training to many young scholars.

7.1.3 Comparing Women and Change to other Programs

One of the major goals of this evaluation has been to compare the characteristics of the research funded and the types of outcomes achieved by *Women and Change*, to those of other programs which have supported feminist research or research dealing with women/gender issues. The purpose of this comparison is twofold. It serves to contextualize the characteristics and record of achievement of *Women and Change*. It also provides useful information for the future of the program.

This evaluation has examined the characteristics and track record of three very different research programs: SSHRC's Standard Research Grants Program, SSHRC's other Strategic Themes Programs, SSHRC's Community University Research Alliance Program and Status of Women Canada's Independent Policy Research Fund. The full description of each of these programs is found in Chapter Six.

Two major conclusions can be drawn from the examination of these other programs. The first is that research about women and feminist research are now an important presence in both the Standard Research Grants Program and the other Strategic Themes Programs. In the case of the Standard Research Grants Program, the progress seems to have been steady and support for research about women is now well established in a large number of disciplines. As for the other Strategic Themes Programs, the improved situation of women's and gender issues is more recent, and the future is thus perhaps more uncertain. It is only since the introduction of three new Strategic Themes Programs and the CURA initiative in 1998 that this program has attracted numerous projects in this research area. The success experienced by research about women also appears quite sensitive to the particular targeted theme. The *Health* theme has provided significant support, while *Challenges and Opportunities of a Knowledge-based Economy* has failed to attract proposals.

Although *Women and Change* is not the only SSHRC program supporting feminist scholarship and research about women, it remains a unique program. Its first distinguishing feature is its research model. Like *Women and Change*, the Standard Research Grants Program supports both individual and collaborative research, however its objective has not been to promote partnered research and it rarely funds this type of endeavour. The new Strategic Themes Programs and CURAs are much closer to the research model found in Women and Change, yet they have tended to support proposals which are larger in scale, involving bigger teams, more numerous partners and much bigger research budgets. The infrastructure required to administer such projects and the expertise needed to coordinate them is qualitatively different from most of the projects which have been supported by *Women and Change*. These SSHRC programs share a common interest in fundamental research, the training of students and dissemination within the academy. This sets them apart from the activities

of the Independent Policy Research Fund which favours pragmatic, contractual research with tight production schedules.

These various programs also differ in their commitment to and understanding of policy research. In this context, *Women and Change* and the other Strategic Themes Programs stand midway between the Standard Research Grants Program which may sometimes support research with a policy focus, and the Independent Policy Research Fund which is entirely committed to pragmatic policy analysis.

This comparison has also shown that there is a wide range of research about women outside of *Women and Change*. A large portion of this research examines issues which have much in common with *Women and Change*. However, the detailed analysis of the proposals which have been funded in recent years indicates that each of these other programs has made specific contributions to the advancement of knowledge about women, drawing on particular disciplines and approaches, or exploring questions which have been neglected within *Women and Change*.

7.2 Recommendations

> ***" If the SSHRC's intervention in a research area can send a signal about the legitimacy of that area, does the removal of that support send a reverse message to the research community that this particular research area is no longer important. [1]"***

1. That the Strategic Theme Program *Women and Change* not be extended following its eighth competition in 2000.

Women and Change has been a successful program which has achieved most of its fundamental goals with respect to the development of collaborative, partnered, inter/multidisciplinary

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[1] *Strategic Grants Programs Review, Final Report,* April 1996, p.28.

research about Canadian women. It has built on the earlier performance of *Women and Work* and extended that program's accomplishments. *Women and Change* has responded well to the obligation to pursue policy relevant research activities; participants in the program have shared their findings with members of the policy-research community and especially the women's movement and women's policy agencies. An important body of research has been generated by the program. Not all of the potential areas of inquiry identified in 1993 have been fully explored, however a number of themes and issues have received considerable attention. As a result, significant research capacity has been developed.

After eight years, the program has reached the end of the normal life course of Strategic Themes. We believe that there are no pressing reasons for extending the life of the program beyond the 2000 competition.

2. That SSHRC sollicit proposals on a new strategic theme about women during its next public consultation on future Strategic Themes Programs.

The conclusion of the *Women and Change* program does not mean that research about women is not longer important. There continues to be a strong rationale for strategically oriented research about women. However, given the accomplishments of *Women and Change*, as well as the increased support for research about women in the general research program and the other strategic theme areas, it is necessary to give careful consideration to the contents of a new theme. This consultation should also consider adopting the model used for recent Strategic Themes - like *KBE* and *Social Cohesion* - where the shorter duration of the programs allows for frequent renewal of the targeted theme and the examination of a greater variety of strategic issues. The Independent Policy Research Fund has also favoured specific, fairly narrowly defined themes, of a limited duration.

3. That in selecting a future strategic theme about women's issues, particular attention be paid to the research gaps identified in this evaluation.

This report has identified a number of emerging areas and research gaps. Two of these deserve particular attention.

Women and Change, like *Women and Work* and most other Strategic Themes, failed to attract humanists. Yet the review of the Standard Research Grants program indicates that large numbers of humanities researchers study women. This expertise and knowledge are not benefiting the Strategic Themes programs, nor are they being shared with policymakers or potential partners. Surely, it would be possible to devise a specific theme for these scholars and their potential partners from cultural organizations (the arts, heritage, museum communities, etc.). The recent CURA competition provided examples of such collaboration, and SSHRC should work actively to foster more collaborative endeavours of that type.

Another significant gap exists in the areas of science and economics. These research areas were poorly represented within *Women and Change*. In addition, economics is one of the disciplines of the Standard Research Grants Program where research about women remains under-represented (despite good success rates). The response to the *KBE* strategic theme provides further evidence that there is a need to build capacity in these areas. A new theme which addressed either of these gaps might also assist in building partnerships with the private sector, which was not well-represented in *Women and Change*.

4. That SSHRC adopt appropriate transitional measures to facilitate the adjustment of scholars engaged in strategic research about women, to the conclusion of *Women and Change*.

During the lifetime of *Women and Change*, significant research capacity has been developed. More than 500 scholars have received funding and the majority of these have been built successful working relationships with a range of partners. It is important that the value of this contribution be recognized and that the investment made in building this expertise and experience not be lost. It is particularly important that scholars who remain committed to the strategic research model be able to participate fully in SSHRC's other programs. A number of transitional measures are required to facilitate this participation.

5. That a number of special measures be taken within the Standard Grants Program.

The Standard Research Grants Program already provides substantial support to research about women. The review of the various committees during the past decade indicates that the support for collaborative research has been increasing steadily, that many disciplines have welcomed policy research, and that some of the funded projects have involved formal partnerships. Through its interdisciplinary committee, the program has also funded interdisciplinary research about women: women's studies have fared extremely well in this committee.

Based on the recent history of the regular program, there is no doubt that research projects about women, especially those without partners, have a very strong likelihood of being funded in the regular program. However, certain measures should be taken to ensure that scholars who were active in *Women and Change* succeed in making this transition. These scholars should be informed of the Standard Research Grants Program's openness to collaborative research and to research with partners. They should be reminded that the interdisciplinary committee has historically provided support to scholars working within women's studies. Instructions should be given to committee members underlining the contribution of strategic research and insisting that it be properly valued in assessing the track record of applicants. Finally, particular consideration should be given to those disciplinary committees where research about women has been poorly represented, or has experienced exceptionally low success rates.

6. That a number of special measures be taken within the Strategic Themes Programs.

Research about women has recently received significant support within the other Strategic Themes Programs and the CURAs. However this support has been uneven; certain research themes may be potentially less attractive or attract fewer applicants because of a more limited research capacity in these areas. In addition, most successful applications have been put forward by large research teams, involving more members, more partners and larger research budgets than have been

the norm in *Women and Change*. The scale involved in these successful proposals may constitute a barrier to the migration of research expertise from *Women and Change* to other Strategic Themes Programs.

Certain measures should be taken to ensure that the Strategic Themes Programs continue to provide a significant level of support for research on women. In the short term, the final competition in the *Social Cohesion* and, particularly, the *KBE* Themes should emphasize the importance of research on women or gender issues to the objectives of the program. Similarly, in information distributed to applicants and in instructions to the adjudication committees, greater emphasis should be placed on the diversity of research models permitted: smaller teams, more typical of those seen within *Women and Change*, should be explicitly welcomed. SSRC should also consider monitoring the performance of the various Strategic Themes with respect to women's and gender issues; special efforts should be made to encourage applications integrating women's issues or gender perspectives in subsequent competitions, if earlier results reveal gaps in this area. Finally, the language used to set out the objectives and field descriptions of all future Strategic Themes should also be inclusive.

7. That SSRC explore with Status of Women Canada the possibility of establishing a Joint Initiative in an area of mutual interest.

Because there continues to be a strong rationale for strategically oriented research about women, it would be appropriate for SSRC to meet with the principal federal women's policy agency, Status of Women Canada, to examine potential areas of collaboration. These could include support for targeted strategic research linking feminist scholars and women's organizations, support for the training of young scholars, and support for strategic workshops, or other initiatives, to improve the dissemination of the results of strategic research to the policy making community.

Appendix A

Description of the Strategic Theme Program Women and Change

Social Sciences and Humanities Research Council of Canada
Conseil de recherches en sciences humaines du Canada

Women and Change

A New Theme for Strategic Research
Sponsored by the
Social Sciences and Humanities Research Council of Canada

BACKGROUND

The social, cultural, economic, political and technological changes taking place in contemporary society are dramatically affecting the lives of Canadian women in many different ways. Some of the more significant changes to occur in recent times include the mass participation of women in the workplace, the growing number of women from different ethnic backgrounds contributing to Canadian society, the increasing proportion of older women within the female population, the diversification of family structures and the reconceptualization of family life, the different approaches to child care, the various innovations affecting reproduction, the efforts to guarantee the right of women to equality through laws and social programs, and the increasing involvement of women in all facets of social, political, cultural and scientific life.

Over the past two decades, individuals, community-based groups and governments have been struggling to adapt to and to move forward with such changes in a harmonious and positive way. Strategic, policy-oriented research is needed to examine and understand the rapid and profound changes which have altered and continue to alter women's lives, and to help in the development of new policies to ultimately achieve the full participation and contribution of women in society, and to improve their quality of life.

To address these and related issues, the Social Sciences and Humanities Research Council has established a new program for strategic research on "Women and Change". Interested researchers may apply for funding under this theme through SSHRC's Strategic Grants Division.

PROGRAM DESCRIPTION

Objectives

In the context of the general objectives of SSHRC's Strategic Grants program, the specific objectives of this program are:

- to encourage multidisciplinary, interdisciplinary and collaborative research which will assist in the development of policies to facilitate the full participation and contribution of women in our changing society;
- to develop both general approaches and new analytical methods to understand the dynamics and significance of global or of specific aspects of change for women or for specific groups of women;
- to document, question and reconceptualize the directions, limits, meanings and effects of major social and cultural changes for women as well as their own responses, resistances and initiatives concerning these changes;

- to enhance understanding about the relations between the changes taking place in society and the ways in which women – from various backgrounds and at different points in their lives – experience, influence, and adapt to such changes;

- to increase awareness and appreciation of the needs, values, knowledge, experiences and contributions of women.

Field Description

To be eligible, proposals must clearly address well-defined policy issues following from the objectives of this program. The focus may be on the possibilities and constraints accompanying the changes affecting women, or on the development of approaches to help understand:

- the basic social and cultural causes and consequences of problems confronting women in a changing society (such as violence against women, or the lack of resources and power affecting the status of women) and how women from various backgrounds can organize to counteract these problems and provide creative and effective solutions;

- how changes in the current and historical representation of women may affect the education, family life or economic situation of women; and conversely, how the changes in the economic situation of women, their education and family life may affect the actual representation of women;

- what changes are needed to accommodate the diverse experiences of women in institutions such as the family, the labour market, government, cultural industries and the legal system, and ways to initiate changes that capitalize on the new knowledge and practice women bring to these institutions.

PROGRAM REGULATIONS AND PROCEDURES

For additional information concerning the general objectives of SSHRC Strategic Grants programs please see articles 123-126 of *SSHRC grants: guide for applicants* (available through the research administration office of any Canadian university or by contacting SSHRC.)

Basic regulations governing this and all other SSHRC research funding programs are outlined in *SSHRC grants: guide to applicants*, articles 1-104.

Eligibility of Applicants

Applicants must be Canadian citizens or permanent residents of Canada at the time of application. SSHRC accepts applications submitted by individual researchers or groups of researchers who are formally affiliated with or occupy positions at Canadian universities or other post-secondary institutions. Canadian citizens holding a postdoctoral fellowship from any source (including SSHRC) are also eligible to apply. Private scholars working as co-investigators on a university-led research team may also apply under SSHRC's Strategic Grants programs.

For complete information on eligibility requirements, please read *SSHRC grants: guide for applicants*, articles 17-23.

Types of Support

As for all other strategic themes funded by SSHRC, there are four types of support available for research under the "Women and Change" theme: strategic research grants, strategic research networks, strategic research workshops, and strategic partnership development grants.

Detailed information on each type of support, the level and duration of funding available can be found in *SSHRC grants: guide for applicants*, articles 127-151.

Application Procedure

Interested researchers should submit their applications to the SSHRC Strategic Grants Division on the standard form called "Application for a Strategic Grant" (available from university research administration offices or from SSHRC.)

Evaluation and Adjudication

External written assessments are obtained for strategic research grant applications. All applications are ranked by a multidisciplinary selection committee of researchers and practitioners.

Deadline and Announcement of Awards

The deadline for submission of applications in the first year of the "Women and Change" program is December 15, 1992. Awards will be announced in May 1993. In all subsequent years, the deadline will revert to October 15 (the same deadline for submissions under all other strategic themes), with announcements to follow in April.

Final Reports

All grant recipients must submit a final Productivity Report within six months of the termination of their grant. The report must describe the activities undertaken with the grant, and the principal results and specific measures, undertaken or planned, to disseminate these results to potential users. In addition, the report must outline possible further activities that could be undertaken by the grantholder, or by other researchers, to build upon the work accomplished under the grant. (See the *guide for applicants*, articles 101-103, for additional information on Productivity Reports.)

For More Information

Those seeking additional information on applications to this or other SSHRC Strategic Grants programs may contact the research administration office of any Canadian university, or Mr. Denis Croux, Director, Strategic Grants Division, Social Sciences and Humanities Research Council of Canada, 255 Albert Street, P.O. Box 1610, Ottawa, Ontario, K1P 6G4. Telephone (613) 992-3027.

Appendix B

Appendix C

Appendix B

Women and Change:
Successful Applicants[1], 1993-1999

ACKER, Sandra, Linda MUZZIN, Grace FEUERVERGER, Carol BAINES and Marcia BOYD, *Making a Difference : Feminization and the Changing Climate of University-Based Professional Education.* (1995)

AGNEW, Vijay, *Women's Activism and Social Change : the South Asian Experience.* (1998)

AHOLA-SIDAWAY, Janice, and Margaret MCKINNON, *Educating Non-College-Bound Females for Work.* (1993)

ANDERSON, Rae, *Homeless Women in Toronto : Building Private Lives in Public Spaces.* (1995)

AREND, Sylvie and Thérèse BOUTIN, *Facteurs de changement de qualité de vie chez les femmes francophones du grand Toronto suite aux séparations et divorces.* (1994)

ARONSON, Jane, *Elderly Women Receiving Care at Home : Missing Voices in the Changing Policy Context of Long-Term Care.* (1998)

BABBITT, Susan, Joan SCOTT, D. Jan MENNEL, Lynda LANGE. and NKIRU NZEGWU, *Cuban Women in the Conceptualization of Development.* (1998)

BAKKER, Isabella, Patricia CONNELLY, Martha MACDONALD, Janine BRODIE, M. LUXTON, Carla LIPSIG-MUMME and Marjorie COHEN, *Women and Restructuring.* (1993)

BAUMANN, Andrea, Jennifer BLYTHE, Robert MARSHALL, Dyanne SEMOGAS and Linda O'BRIEN-PALLAS, *Women and Technology in Health Care.* (1994)

BAVELAS, Janet, Nicol CHOVIL and Caroline COLLINS, *Discourse Analysis of Trial Judgements in Sexual Assault Cases.* (1993)

BELL, Lynne, *Feminist Critical Debates on the Visual Arts in Canada, circa 1987-1992.* (1993)

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[1] This list identifies successful principal investigators and co-investigators; it excludes individuals classified as collaborators, whether this designation was bestowed by the principal investigator, by SSHRC staff. In addition, in reviewing this list, I removed individuals erroneously identified as co-investigators because they participated in the research team as representatives of the partner organizations.

BERTRAND, Marie-Andrée, Olivette GENEST and Marisa ZAVALLONI, *Obstacles et résistances à la pénétration des changements sociaux dans la vie, la condition et la représentation sociale des femmes.* (1993)

BETTINOTTI, Julia, Marie-Josée DES RIVIÈRES, Paul BLETON and Denis SAINT-JACQUES, *L'évolution de l'image de la femme dans les productions écrites de grande consommation au Québec, de 1945 à nos jours.* (1993)

BOILY, Lise, *Modelisation de changement dans les entreprises de communication.* (1994)

BOND, Sheryl, Verner Francis SMITHERAM and John COWAN, *Roles, Responsabilities, Recognition: Gender and Leadership in the Academy.* (1993)

BOUCHARD, Pierrette, Claudine BAUDOUX and Jocelyn BERTHELOT, *L'abandon scolaire au secondaire et les stéréotypes associés au sexe.* (1993)

BOYD, Susan, Nitya DUCLOS, Fiona KAY, Marlee KLINE, Judith Paula MOSOFF, Claire YOUNG and Katherine TEGHTSOONIAN, *Challenging the Public-Private Divide : Women, Law and Social Change.* (1993)

BRIDGEMAN, Rae, *Sanctuary for Chronically Homeless Women.* (1998)

BRISKIN, Linda and Mona ELIASSON, *Gender, Public Policy and Women's Organizing in Sweden and Canada.* (1994)

BRYSON, Mary and Suzanne DE CASTELL, *Making a Difference: Gender, Educational Equity, and New Information Technologies.* (1993)

BRYSON, Mary and Suzanne DE CASTELL, *Making a Difference : Gender, Educational Equity, and New Information Technologies* (1995)

BYERS, E. Sandra, Catherine Ann CAMERON, Nancy NASON-CLARK, Carmen POULIN and Jennie HORNOSTY, *Violence and Social Change : Action Research for Eliminating Family Violence and Violence Against Women.* (1994)

CALLAHAN, Marilyn, *Undeserving Mothers: Young Mothers In/From government Care,* (1999)

CAMERON, Barbara, Kari DELHI and Marcy COHEN, *Women and Emerging Labour Market Development Strategies.* (1993)

CAMERON, Barbara and Margaret LITTLE, *Innovations in Labour Market Policy : Implications for Women.* (1995)

CARON, Anita, Marie-Andree ROY and Marie GRATTON, *Des alternatives aux représentations traditionnelles des rapports hommes/femmes en église*. (1993)

CARON, Anita et Marielle TREMBLAY, *L'économie sociale et la lutte contre l'appauvrissement des femmes*. (1997)

CARON, Anita and Marielle TREMBLAY, *L'économie sociale et la lutte contre l'appauvrissement des femmes*. (1998)

CHAMBERLAND, Claire and Andrée FORTIN, *Développement de partenarait stratégique. Collectif de réflexion et de recherche-action sur les processus et le maintien des valeurs patriarcales dans les conduites individuelles et collectives des hommes et...* (1994)

CHICHA, Marie-Thérèse, *Changements dans l'organisation du travail et efficacité des législations relatives à l'égalité des femmes au travail*. (1997)

CHRISTIANSEN-RUFFMAN, Linda P., Carmen LAMBERT, Marilyn TAYLOR and Keith Louise FULTON, *Women's Organizations in the University and Research Policy Sector; A Research Network and Feminist Change Laboratory*. (1994)

CHUNN, Dorothy, Susan BOYD, Claire YOUNG, Robert MENZIES and Hester LESSARD, *Feminism, Law and Social Change in Canada, 1967-1997 : (Re)Action and Resistance*. (1998)

CLARKE, Juanne Nancarrow, Robert BASSO, Douglas McCREADY and Ingrid L. PETERS-FRANSEN, *The Politicization of Breast Cancer in Canada*. (1995)

COHEN, Yolande and Chantal MAILLÉ, *Les femmes et la démocratie au Canada : les changements du politique, 1880-1940*. (1995)

COSSMAN, Brenda, Mary CONDON, Judy FUDGE, Lisa PHILIPPS, Dianne MARTIN and Roxanne MYKITIUK, *Feminism, Law and the Challenge of Privatization*. (1997)

CYR, Mireille, Jacqueline OXMAN-MARTINEZ, John WRIGHT and Jean TOUPIN, *Les déterminants du soutien des mères d'adolescentes abusées sexuellement*. (1997)

DAGENAIS, Huguette and Denise COUTURE, *Changement et resistance au changement dans les rapports sociaux de sexe parmi les professeur/e/s d'université au Quebec*. (1994)

DAS GUPTA, Tania and Mark GOODMAN, *The Rise of Homework and its Effects on the Working Lives of Minority Women Employees in Toronto*. (1994)

DAVIAU, Pierrette, Lise BARONI, Yvonne BERGERON and Micheline LAGUE, *Les enjeux des pratiques actuelles des femmes en pastorale aux plans théologique, écclésiologique et sociologique : implantation de politiques renouvelées*. (1994)

DENTON, Margaret and Isik ZEYTINOGLU, *Healthy Work Environments in Community Based Health and Social Service Agencies*. (1996)

DESPRÉS, Carole, Hélène LEE-GOSSELIN, Louis GUAY and Denise PICHÉ, *La féminisation de l'architecture et les transformations de la pratique et de la production professionnelles*. (1995)

DOMPIERRE, Johanne and Francine LAVOIE, *Family Stress, Work Stress, and Work-Family Conflict : Coping and Outcomes*. (1993)

DOOLEY, Martin and Patricia EVANS, *Lone Mothers, Social Assistance and the Labour Market*. (1995)

DRAKICH, Janice and Penni STEWART, *Women, Universities, and Social Change*. (1994)

DUCHARME, Francine and Guilhème PÉRODEAU, *Perceptions et stratégies d'adaptation psychosociales de femmes âgées aidantes naturelles dans la perspective des changements sociaux issus du virage ambulatoire*. (1997)

DUXBURY, Linda, Catherine LEE and Christopher HIGGINS, *Work-Time Flexibility: is it an Effective Organizational Response for Changing Work-Force Demographics?* (1993)

ERICKSON, Bonnie, *Women Doing Men's Work : Private Contract Security in Toronto.* (1993)

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GILES, Wenona, Audrey MACKLIN, Danielle JUTEAU and Penny VAN ESTERIK, *An International Network Concerning Women in Conflict Zones.* (1995)

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JACCOUD, Mylène, *La marginalisation des femmes autochtones à Montréal.* (1998)

JACKSON, Margaret A., Karlene FAITH and Susan BOYD, *Examining Constructions of "Safety" for Diverse Groups of Women Survivors of Male Violence in Their Encounters with the Criminal Justice System.* (1998)

JONES, Charles, Susannah WILSON and Ann Marie SORENSON, *Labour Market Training-Retraining Programmes : Consequences for Women.* (1993)

JOSEPHSON, Wendy and Jocelyn PROULX, *Dating Violence in Teens : Program Evaluation and Social Cognitive Mechanisms.* (1996)

KAY, Fiona and John HAGAN, *Barriers and Opportunities within Law : Prospects for Women and Visible Minorities in a Changing Legal Profession.* (1996)

KEMPENEERS, Marianne, *Femmes et transformations du travail : les nouvelles données du rapport famille-emploi.* (1994)

LABERGE, Danielle and Shirley ROY, *L'itinérance au féminin : processus d'appauvrissement et descente à la rue,* (1999)

LAMARCHE, Lucie, Christine CORBEIL and Francine DESCARRIES, *La détermination des stratégies féministes en matière de politiques sociales et familiales : examen de l'opportunité des apports du droit international.* (1995)

LANGEVIN, Louise and Nathalie DES ROSIERS, *Les limites du droit comme instrument de changement social : la notion de « lien de causalité » et les femmes.* (1994)

LASCHINGER, Heather Spence and Joan FINEGAN, *Testing a Work Empowerment Model in Nursing Hospital Settings.* (1997)

LEACH, Belinda, Christine BOLD and Richard KNOWLES, *Marianne's Park: A Project in Cultural Memory.* (1998)

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LEAH, Ronnie, Agnes CALLISTE and Pradeep KUMAR, *Diversity and Change in the Canadian Labour Movement : Towards Full Participation and Representation of Women of Colour.* (1995)

LEBEL, Estelle, Gérard LAURENCE and Marguerite LAVALLÉE, *L'impact de la présence des réalisatrices à la télévision francophone : femmes, médias et société.* (1993)

LEE, Catherine and Linda DUXBURY, *Impact of On-Site Daycare on Self-Reported Work Attitudes and Behaviours, Individual and Family Adjustment.* (1994)

LEE, Mary Dean and Ronald BURKE, *Women as Forerunners of Change : Conceptualizaing Professional and Managerial Careers in Organizations.* (1996)

LEGAULT, Ginette, Carole LAMOUREUX and Claudette ROSS, *Négocier au féminin? Analyse différenciée selon le sexe de la répartition du pouvoir et de la pratique de la négociation collective.* (1998)

LEGAULT, Marie-Josée, Claire LAPOINTE and Jeanne d'Arc GAUDET, *Accès équitable des femmes à la formation professionnelle qualifiante*. (1998)

LITTLE, Margaret, *Innovative Training Programs for Women on Social Assistance : Moving towards Long-Term Economic Self-Sufficiency*. (1998)

LONG, Bonita and Wendy HALL, *A Grounded Theory of Clerical Workers' Experience of Workplace Stress*. (1999)

MADILL, Helen, George FITZSIMMONS, Thomas MONTGOMERIE, Leonard STEWIN, Margaret-Ann ARMOUR and Dorothy TOVELL, *The Influence of Young Women's Experiences on Career Decision Making in Science : What are the Policy Implications?* (1997)

MAILLÉ, Chantal and Manon TREMBLAY, *Femmes, options consitutionnelles et construction de la citoyenneté*. (1998)

MCKEEN, Carol, *A Longitudinal Study of the Personal and Organizational Factors Affecting the Career Success and Satisfaction of Managerial and Professional Women*. (1994)

MCKEEN, Carol and Meridee BUJAKI, *Phase III of Longitudianl Study of the Personal and Organizational Factors Affecting the Career Success and Life Satisfaction of Managerial Women*. (1999)

MCKENZIE LEIPER, Jean, *Women Lawyers : Career Experiences in a Profession Marked by Linear Careers*. (1998)

MEINHARD, Agnes and Mary FOSTER, *Response of Women's Voluntary Organization to the Changing Social, Political and Economic Environment*. (1998)

MORBEY, Mary Leigh, *Women, Discriminating Computer Technology and the Visual Arts : In Search of a Gender Equitable Theoretical Framework for Computer-Based Visual Arts*. (1994)

MUSISI, NAKANYIKE and Patience ELABOR-IDEMUDIA, *Meeting the Employment Needs of African Immigrant and African Refugee Women*. (1994)

MUZZIN, Linda, Gregory BROWN, Doreen CLEAVE-HOGG and Marianne GREER, *Changing the Face of Pharmacy : Female and Male Pharmacists' Orientations towards Business*. (1993)

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NASON, Pamela and Lissa PAUL, *Including Maternal Literacies: Collaboration for Curriculum and Policy Change in Elementary Schools.* (1993)

NEYSMITH, Sheila, Karen SWIFT, Donna LERO, Belinda LEACH, Marge REITSMA-STREET, Jane ARONSON, Janet MOSHER, Roxana NG, Patricia EVAN, Carol BAINES, Evelyn FERGUSON, Susan PRENTICE and Marie CAMPBELL, *Understanding and Facilitating Changes in the Conditions that Shape Caring Labour.* (1994)

NOVEK, Joel, *The Impact of an Automated Drug Distribution System on the Job Roles of Women Healthcare Workers : A Case Study.* (1998)

OUELLET, Francine, *Analyse du processus d'empowerment dans les trajectoires des femmes victimes de violence conjugale à travers le système judiciaire.* (1996)

PAYNE, Barbara, Karen GRANT and David GREGORY, *Women's Caring Work in the Context of Manitoba Health Reform.* (1998)

PERKINS, Patricia, *Feminist Ecological Economics : New Models and Policy Implications.* (1998)

PÉRODEAU, Guilhème, Diane BERNIER and André DUQUETTE, *Stratégies d'adaptation psychosociales de femmes ayant des dépendants et vivant la précarité occupationnelle et financière.* (1996)

PHILLIPS, Susan and Brian LITTLE, *Women's Lives and Organizational Restructuring : Assessing the Psychological and Social Impact of Change.* (1996)

PICHÉ, Denise, Louise QUESNEL and Paul VILLENEUVE, *Aménagements urbains et conciliation du travail et de la famille.* (1994)

PICHÉ, Denise, Winnie FROHN, Caroline ANDREW and Beth MILROY, *Femmes et villes: qualités des milieux de vie, politiques urbaines et citoyenneté.* (1997)

PRENTICE, Alison, Margaret CONRAD, Peggy TRIPP-KNOWLES, Meryn STUART, Ruby HEAP, Linda MUZZIN, Sandra ACKER, Elizabeth SMYTH, Ruther BROUWER, Robert GIDNEY, Carol BAINES, Janice Dickin MCGINNIS and William BRUNEAU,, *Women and Professional Education.* (1995)

PRENTICE, Susan and Evelyn FERGUSON, *Volunteerism and the Changing Welfare State : A Case Study in Child Day Care.* (1997)

PREYRA, Leonard and Cynthia ALEXANDER, *The Political Implications of Technological Change for Women's Groups and Policymaking Networks.* (1998)

RAINS, Prue, Linda DAVIES and Margaret MCKINNON, *Pregnant and Parenting Teens : an Examination of Social Services and Policies*. (1994)

RINFRET, Natalie and Monique LORTIE-LUSSIER, *Le changement des attitudes vis-à-vis des femmes cadres à la fonction publique fédérale et québécoise : une gestion de nombre et/ou de culture organisationnelle partagée?* (1994)

ROBBINS, Wendy, Michèle OLLIVER and Veronica STRONG-BOAG, *PAR-L : A Canadian Electronic Feminist Network - Policy - Action - Research - (Electronic Network of Individuals and Organizations Interested in Women-Centred Policy Issues in Canada)*. (1997)

ROBINSON, Gertrude and Armande SAINT-JEAN, *Women's Participation in the Canadian News Media: Progress since the 1970s*. (1993)

ROSE, Damaris, Brian RAY and Johanne CHARBONNEAU, *Les réseaux d'entraide et de sociabilité des femmes immigrantes après quelques années d'établissement à Montréal : le rôle de la proximité*. (1995)

ROSE, Ruth and Francine MAYER, *Incidence des politiques fédérales et provinciales de financement des services de garde préscolaires et leur impact sur l'activité des femmes*. (1993)

ROSE-LIZÉE, Ruth, *La valeur économique du travail des aides familiales et la politiques sociales à cet égard*. (1999)

ROUSSEAU, Nicole and Johanne DAIGLE, *La médicalisation de la population en Abitibi-Témiscamingue : le rôle des infirmières et des autres femmes de la région, 1928-1994*. (1995)

ROY, Marie-Andrée, Denise COUTURE and Anita CARON, *Discours et stratégies religieuses aux Conférences des Nations Unies sur les femmes, 1975-1995. Enjeux pour les femmes du Québec et du Canada*. (1998)

RUNTZ, Marsha and Pam DUNCAN, *Women's Health Concerns and their Relationship with Victimization*. (1995)

SANGSTER, Joan, R. MCLEAN and Tamara MYERS, *Women and Criminal Justice in Historical and Contemporary Context*. (1999)

SANSFAÇON, Daniel, Nathaly GAGNON and Frances SHAVER, *Prostitution et travail économico-sexuel des femmes : entre tradition et modernité*. (1993)

SAILLANT, Francine, Renée DANDURAND and Éric GAGNON, *Restructuration des services socio-sanitaires et pratiques familiales de soins*. (1998)

SHARIF, Najma and Atul DAR, *The Fertility and Earnings of Immigrant Wives in Canada : a Study of Patterns and Change*. (1998)

SCHULTZ, Katherine, Pauline GREENHILL, Judith HUEBNER and Dawn RITTBERG, *Mentoring to Foster Women's Success and Retention in Science*. (1996)

SÉGUIN, Louise, Maryse RINFRET-RAYNOR and Lise GOULET, *Santé des femmes dans l'année après la naissance et emploi*. (1995)

SHEPPARD, N. Colleen and Sarah WESTPHAL, *Women's Stories and Legal Change*. (1994)

SMITH, Dorothy, *A Feminist Critique of Schooling*. (1993)

SMITH, Dorothy, *Redesigning Professional Teacher Education for Gender-Equitable Schooling*. (1996)

STRONG-BOAG, Veronica, Joan ANDERSON, Sherrill GRACE and Avigail EISENBERG, *The Construction of Canada : The Changing Meaning of Race and Gender 1860s-1990s*. (1993)

TANCRED, Peta, F. Gillian REJSKIND, Sue WHITESIDES and Marianne AINLEY, *Critical Turning Points : Women Engineers Within and Outside the Profession*. (1994)

TARDY, Evelyne, Ginette LEGAULT and Manon TREMBLAY, *Des maires aux mairesses : quels changements?* (1993)

TARDY, Evelyne, Guy BÉRARD and Manon TREMBLAY, *Des conseillers aux conseillères : quels changements?* (1996)

TARDY, Evelyne, Guy BÉRARD and Manon TREMBLAY, *Militantes oui, candidates non : les contraintes spécifiques au militantisme des femmes au Parti libéral du Québec et au Parti québécois*. (1999)

TINDALL, David, *Gender Inequality and Alternative Opportunity Structures for Affecting Social Change : Women in the Conservation Movement and Forestry-Based Communities*. (1995)

TOWLER, John and Harriet LYONS, *A Strategic Research Workshop on the Changes Faced by Native Women Involved in Post-Secondary Education*. (1993)

TREMBLAY, Diane-Gabrielle, *Technologie, organisation et division sexuelle du travail : est-ce la fin du taylorisme dans les emplois féminins?* (1993)

TREMBLAY, Diane-Gabrielle, *Nouvelles formes d'organisation et d'aménagement du travail : une analyse comparative de catégories professionnelles majoritairement féminines.* (1997)

TREMBLAY, Manon, A. Jane ARSCOTT and Linda TRIMBLE, *Élire des femmes en politique : quels changements d'hier à demain?* (1999)

TUTTY, Leslie and Michael ROTHERY, *After the Shelter : Women in Transition from Abusive Relationships.* (1995)

URSEL, Jane, *Court Processing of Adult Complaints of Childhood Sexual Abuse.* (1995)

VANDELAC, Louise, Karen MESSING and Suzanne GARON, *Concilier l'inconciliable : conditions, contraintes, représentations, stratégies, difficultés et coûts de la conciliation des responsabilités familiales et professionnelles.* (1993)

VILLENEUVE, Paul and Anne-Marie SÉGUIN, *Mobilité spatiale, insertion sociale des femmes et aménagements urbains.* (1997)

WALTERS, Vivienne, *The Invisible Years : Women's Health in their 50s and 60s.* (1998)

WELLMAN, Barry, *Women in Cyberspace : How Living in a Wired Suburb Affects Domestic Work, Paid Work and Networking.* (1998)

WELSH, Sandy, *Sexual Harassment at Work : Organizational Context and Women's Commitment to Work.* (1995)

WILLIAMS, Paul A., Julian TANNER, Rhonda COCKERILL and Janet BARSNLEY, *Women in Medicine and Pharmacy; Prospects for Change.* (1994)

WILLIAMS, Toni, Brenda CROSSMAN and Shelley GAVIGAN, *Critical Analysis of the Role of "Difference" among Women in Feminist Legal Theory.* (1993)

WILLIAMSON, Janice and Lynne BELL, *A Study of Contemporary Canadian Prairie Women's Cultural Work since 1980.* (1995)

WOODWARD, Christel, Harry SHANNON, Charles CUNNINGHAM, Connie LENDRUM and John MCINTOSH, *Coping with Rapid Change : Contributions of Personal Factors, Work Environment, and Organizational Supports to Workers' Adaptation and Work Status.* (1996)

WRIGHT, Pamela, Catherine NESMITH and Marilyn MACDONALD, *Gendered Responses to the Environmental Movement.* (1993)

YOSHIDA, Karen, Heather MACLEAN, Angela COLANTONIO and David LOCKER, *Women*

with Physical Disabilities : Their Health Care Experiences and Issues. (1997)

Appendix C

APPENDIX C

Women and Change: Successful Applicants[1], Awards made after the 1999 competition

AMHERDT, Charles-Henri and Diane Gabrielle TREMBLAY, *La conciliation emploi-famille chez les mères et les pères : obstacles et défis.* (2000)

CARON, Anita, Francine SAILLANT, Lucie LAMARCHE, Margueriete MENDELL, Marielle TREMBLAY, Nicole THIVIERGE and Sylvie MOREL, *Réseau féministe pour un renouvellement des théories et des pratiques économiques et politiques.* (2000)

COHFN, Yolande and Chantal MAILLÉ, *L'entrée des femmes dans la modernité.* (2000)

CÔTÉ, Denise and Danielle FOURNIER, *Économie sociale et groupes de femmes en région : une analyse à faire.* (2000)

DAVIES, Linda, Julia KRANE, Margaret MCKINNON and Prudence RAINS, *Implementing the Feminist Vision: Case Studies of Four Feminist Organizations.* (2000)

KRISTIANSEN, Connie, *Effects of Childhood and Adult Assault on Senior Women.* (2000)

MOSHER, Janet, Margaret LITTLE and Patricia EVANS, *The Impact of Modern Welfare Reforms on the Safety and Equality of Women Abused in their Intimate Relationships.* (2000)

ROBBINS, Wendy and Michèle OLLIVER, *PAR-L Research Network.* (2000)

ROCKHILL, Kathleen, *Independent Visual Media in Education for Equity: Building Critical Partnerships.* (1999)

ROSE, Damaris, Arlene MCLAREN, Brian RAY, Evangelia TASTSOGLOU, Gillian CREESE, Isabel DYCK, Judith BERNHARD, Luin GOLDRING, and Valerie PRESTON, *Immigrant Women Making "Place" in Canadian Cities: Transdisciplinary Approaches to Understanding Their Social Networks.* (2000)

VILLENEUVE, Paul, Anne-Marie SÉGUIN and Marie-Hélène VANDERSMISSEN, *Transport, logement et politiques urbaines : des enjeux pour les femmes.* (2000)

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[1] This list includes scholars who acted as the principal investigator or co-investigator of the research project; it excludes scholars who were identified as collaborators.

Appendix D

Historical Comparison, Research on Women

HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES
Primary Research Area being 380 / Domaine de recherche primaire étant 380
1993-1994 to/à 1999-2000

RESEARCH GRANTS / SUBVENTIONS DE RECHERCHE (410)

Year / Année	App. Dem.	Awards Subv.	SR/TR %	$Requested $Demandé	$Awarded $Accordé	SR/TR %	All Research Areas / Tous les domaines de recherche: App. Dem.	Awards Subv.	SR/TR %
1993/1994	55	23	41.8%	4,424,505	1,203,606	27.2%	1,538	599	38.9%
1994/1995	63	27	42.9%	4,957,792	1,180,035	23.8%	1,732	789	45.6%
1995/1996	55	18	32.7%	3,844,559	978,560	25.5%	1,566	501	32.0%
1996/1997	55	14	25.5%	3,846,678	693,629	21.2%	1,676	500	29.8%
1997/1998	54	19	35.2%	3,012,903	816,302	32.7%	1,708	609	35.7%
1998/1999	59	22	37.3%	3,326,646	986,096	46.7%	1,611	692	43.0%
1999/2000p	60	31	51.7%	3,821,391	1,552,071	40.6%	1,548	522	33.7%
Total	401	154	38.4%	27,234,474	7,410,299	27.2%	11,379	4,212	37.0%

STRATEGIC GRANTS / SUBVENTIONS STRATÉGIQUES (800:899 excl. 816)

Year / Année	App. Dem.	Awards Subv.	SR/TR %	$Requested $Demandé	$Awarded $Accordé	SR/TR %	All Research Areas / Tous les domaines de recherche: App. Dem.	Awards Subv.	SR/TR %
1993/1994	-	-	0.0%	-	-	0.0%	145	56	38.6%
1994/1995	4	3	75.0%	223,873	102,667	45.9%	156	76	48.7%
1995/1996	8	-	0.0%	945,402	-	0.0%	109	43	39.4%
1996/1997	1	-	0.0%	52,508	-	0.0%	86	32	37.2%
1997/1998	-	-	0.0%	-	-	0.0%	90	36	40.0%
1998/1999	1	-	0.0%	16,925	-	0.0%	27	9	33.3%
1999/2000p	-	-	0.0%	-	-	0.0%	29	10	34.5%
Total	14	3	21.4%	1,238,708	102,667	8.3%	642	262	40.8%

HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES
Primary Research Area being 380 / Domaine de recherche primaire étant 380
1993-1994 to/à 1999-2000
WOMEN AND CHANGE / FEMME ET CHANGEMENT (816)
STRATEGIC GRANTS / SUBVENTIONS STRATÉGIQUES

Year / Année	App. Dem.	Awards Subv.	SR/TR #	$Requested $Demandé	$Awarded $Accordé	SR/TR $	All Research Areas / Tous les domaines de recherche App. Dem.	Awards Subv.	SR/TR #
1993/1994	108	21	19.4%	13,074,258	1,665,966	12.7%	146	32	21.9%
1994/1995	47	26	55.3%	5,393,272	1,764,813	32.7%	60	28	46.7%
1995/1996	38	17	44.7%	4,462,681	1,271,689	28.5%	51	24	47.1%
1996/1997	45	11	24.4%	5,143,575	941,000	18.3%	55	13	23.6%
1997/1998	29	10	34.5%	2,872,585	747,369	26.0%	43	15	34.9%
1998/1999	37	17	45.9%	4,082,063	1,144,038	28.0%	52	24	46.2%
1999/2000p	24	8	33.3%	2,562,147	591,151	23.1%	31	11	35.5%
Total	328	110	33.5%	37,590,581	8,126,026	21.6%	438	147	33.6%

DOCTORAL FELLOWSHIPS / BOURSES DE DOCTORAT (752)
(New Applications only / Nouvelles demandes seulement)

Year / Année	App. Dem. (Liste A&B-Liste)	App. Dem. (Liste A-List)	Awards Bourses	SR/TR # (Univ.)	SR/TR # (Liste A-List)	SR/TR # (Liste A&B-Liste)	All Research Areas / Tous les domaines de recherche App. Dem. (Liste A&B-Liste)	Awards Subv.	SR/TR #
1993/1994	182	181	27	99.5%	14.9%	14.8%	3,161	590	18.7%
1994/1995	187	93	39	49.7%	41.9%	20.9%	3,278	633	19.3%
1995/1996	97	85	26	87.6%	30.6%	26.8%	3,235	557	17.2%
1996/1997	90	73	33	81.1%	45.2%	36.7%	3,430	563	16.4%
1997/1998	86	73	27	84.9%	37.0%	31.4%	3,190	587	18.4%
1998/1999	79	70	28	88.6%	40.0%	35.4%	2,948	599	20.3%
1999/2000p	63	58	21	92.1%	36.2%	33.3%	2,708	591	21.8%
Total	784	633	201	80.7%	31.8%	25.6%	21,950	4,120	18.8%

HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES
Primary Research Area being 380 / Domaine de recherche primaire étant 380
1993-1994 to/à 1999-2000

POSTDOCTORAL FELLOWSHIPS / BOURSES POSTDOCTORALES (756:759)

(New Applications only / Nouvelles demandes seulement)

Year / Année	App. Dem.	Awards Subv.	SR/TR %	All Research Areas / Tous les domaines de recherche App. Dem.	Awards Subv.	SR/TR %
1993/1994	44	17	38.6%	589	172	29.2%
1994/1995	38	11	28.9%	770	160	20.8%
1995/1996	44	5	11.4%	689	132	19.2%
1996/1997	33	8	24.2%	536	114	21.3%
1997/1998	27	5	18.5%	582	152	26.1%
1998/1999	17	2	11.8%	517	153	29.6%
1999/2000p	20	4	20.0%	488	137	28.1%
Total	223	52	23.3%	4,171	1,020	24.5%

OTHER GRANTS / AUTRES SUBVENTIONS

Year / Année	App. Dem.	Awards Subv.	SR/TR %	All Research Areas / Tous les domaines de recherche App. Dem.	Awards Subv.	SR/TR %
1993/1994	0	0	0.0%	1,117	518	46.4%
1994/1995	8	0	0.0%	1,032	453	43.9%
1995/1996	12	5	41.7%	1,157	756	65.3%
1996/1997	24	8	33.3%	587	343	58.4%
1997/1998	5	3	60.0%	303	196	64.7%
1998/1999	19	6	31.6%	973	566	58.2%
1999/2000p	2	2	100.0%	51	127	249.0%
Total	70	24	34.3%	5,220	2,959	56.7%

HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES
Primary Research Area being 380 / Domaine de recherche primaire étant 380
1993-1994 to/à 1999-2000

ALL GRANTS / TOUTES LES SUBVENTIONS (000:999)

Year / Année	App. Dem.	Awards Subv.	SR/TR %	$Requested $Demandé	$Awarded $Accordé	SR/TR %	All Research Areas / Tous les domaines de recherche: App. Dem.	Awards Subv.	SR/TR %
1993/1994	389	88	22.6%	17,498,763	4,572,588	26.1%	6,696	1,967	29.4%
1994/1995	347	106	30.5%	10,639,937	5,995,780	56.4%	7,028	2,139	30.4%
1995/1996	254	71	28.0%	9,390,884	3,295,479	35.1%	6,807	2,013	29.6%
1996/1997	248	74	29.8%	9,243,067	3,572,070	38.6%	6,370	1,565	24.6%
1997/1998	201	64	31.8%	5,974,028	2,785,951	46.6%	5,916	1,595	27.0%
1998/1999	212	75	35.4%	7,516,482	3,364,274	44.8%	6,128	2,043	33.3%
1999/2000p	169	66	39.1%	6,511,866	3,291,295	50.5%	4,855	1,398	28.8%
Total	1,820	544	29.9%	66,775,027	26,877,437	40.3%	43,800	12,720	29.0%

Notes: All program numbers are compiled on Year of award only, not reflecting actual program year competitions.

'p' : Preliminary data / données préliminaires.
'': Amounts for fellowships are excluded / Exclut les montants accordés pour les bourses*
SR/TR = Success Rate / Taux de réussite

Tables are based on primary research area = 380 being women /
Les tableaux sont compilés d'après le code 380 = femmes, pour le domaine de recherche primaire.

Policy, Planning, and International Collaboration, SSHRC - 1999-09-21
Politiques, planification et collaboration internationale, CRSH - 1999-09-21

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HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES
Secondary Research Area being 380 / Domaine de recherche secondaire étant 380
1993-1994 to/à 1999-2000p

RESEARCH GRANTS / SUBVENTIONS DE RECHERCHE (410)

Year / Année	App. Dem.	Awards Subv.	SR/TR #	$Requested $Demandé	$Awarded $Accordé	SR/TR $	All Research Areas / Tous les domaines de recherche App. Dem.	Awards Subv.	SR/TR #
1993/1994	58	26	44.8%	4,656,390	1,488,917	32.0%	1,538	599	38.9%
1994/1995	63	28	44.4%	4,192,617	1,178,061	28.1%	1,732	789	45.6%
1995/1996	66	24	36.4%	3,889,091	959,919	24.7%	1,566	501	32.0%
1996/1997	78	21	26.9%	4,756,877	945,997	19.9%	1,676	500	29.8%
1997/1998	79	27	34.2%	5,013,476	1,194,086	23.8%	1,708	609	35.7%
1998/1999	79	30	38.0%	4,502,587	1,312,562	29.2%	1,611	692	43.0%
1999/2000p	61	25	41.0%	3,985,735	1,199,698	30.1%	1,548	522	33.7%
Total	484	181	37.4%	30,996,773	8,279,240	26.7%	11,379	4,212	37.0%

STRATEGIC GRANTS / SUBVENTIONS STRATÉGIQUES (800:899 excl. 816)

Year / Année	App. Dem.	Awards Subv.	SR/TR #	$Requested $Demandé	$Awarded $Accordé	SR/TR $	All Research Areas / Tous les domaines de recherche App. Dem.	Awards Subv.	SR/TR #
1993/1994	5	3	60.0%	423,086	267,641	63.3%	145	56	38.6%
1994/1995	3	1	33.3%	181,625	87,717	48.3%	156	76	48.7%
1995/1996	3	-	0.0%	160,789	-	0.0%	109	43	39.4%
1996/1997	3	-	0.0%	464,749	-	0.0%	86	32	37.2%
1997/1998	1	-	0.0%	248,494	-	0.0%	90	36	40.0%
1998/1999	1	-	0.0%	17,000	-	0.0%	27	9	33.3%
1999/2000p	-	-	0.0%	-	-	0.0%	29	10	34.5%
Total	16	4	25.0%	1,495,743	355,358	23.8%	642	262	40.8%

HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES
Secondary Research Area being 380 / Domaine de recherche secondaire étant 380
1993-1994 to/à 1999-2000p
WOMEN AND CHANGE / FEMME ET CHANGEMENT (816)
STRATEGIC GRANTS / SUBVENTIONS STRATÉGIQUES

Year / Année	App. Dem.	Awards Subv.	SR/TR #	$Requested $Demandé	$Awarded $Accordé	SR/TR $	All Research Areas / Tous les domaines de recherche App. Dem.	Awards Subv.	SR/TR #
1993/1994	28	9	32.1%	1,882,234	659,494	35.0%	146	32	21.9%
1994/1995	9	-	0.0%	1,062,073	-	0.0%	60	28	46.7%
1995/1996	9	4	44.4%	1,022,766	175,700	17.2%	51	24	47.1%
1996/1997	6	1	16.7%	558,243	83,000	14.9%	55	13	23.6%
1997/1998	8	3	37.5%	866,530	305,000	35.2%	43	15	34.9%
1998/1999	6	3	50.0%	685,643	175,274	25.6%	52	24	46.2%
1999/2000p	2	2	100.0%	207,229	180,577	87.1%	31	11	35.5%
Total	68	22	32.4%	6,284,718	1,579,045	25.1%	438	147	33.6%

DOCTORAL FELLOWSHIPS / BOURSES DE DOCTORAT (752)
(New Applications only / Nouvelles demandes seulement)

Year / Année	App. Dem. (Listes A&B-Lists)	App. Dem. (Liste A-List)	Awards Bourses	SR/TR # (Univ.)	SR/TR # (Liste A-List)	SR/TR # (Listes A&B-Lists)	All Research Areas / Tous les domaines de recherche App. Dem. Listes A&B-Lists)	Awards Subv.	SR/TR #
1993/1994	221	218	52	98.6%	23.9%	23.5%	3,161	590	18.7%
1994/1995	240	121	60	50.4%	49.6%	25.0%	3,278	633	19.3%
1995/1996	135	124	50	91.9%	40.3%	37.0%	3,235	557	17.2%
1996/1997	154	127	46	82.5%	36.2%	29.9%	3,430	563	16.4%
1997/1998	147	124	43	84.4%	34.7%	29.3%	3,190	587	18.4%
1998/1999	124	111	52	89.5%	46.8%	41.9%	2,948	599	20.3%
1999/2000p	101	97	42	96.0%	43.3%	41.6%	2,708	591	21.8%
Total	1,122	922	345	82.2%	37.4%	30.7%	21,950	4,120	18.8%

HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES

Secondary Research Area being 380 / Domaine de recherche secondaire étant 380

1993-1994 to/à 1999-2000p

POSTDOCTORAL FELLOWSHIPS / BOURSES POSTDOCTORALES (756:759)

(New Applications only / Nouvelles demandes seulement)

Year / Année	*App. Dem.*	*Awards Subv.*	*SR/TR #*	*All Research Areas / Tous les domaines de recherche App. Dem.*	*Awards Subv.*	*SR/TR #*
1993/1994	*42*	*9*	*21.4%*	*589*	*172*	*29.2%*
1994/1995	*60*	*4*	*6.7%*	*770*	*160*	*20.8%*
1995/1996	*64*	*11*	*17.2%*	*689*	*132*	*19.2%*
1996/1997	*39*	*8*	*20.5%*	*536*	*114*	*21.3%*
1997/1998	*42*	*13*	*31.0%*	*582*	*152*	*26.1%*
1998/1999	*45*	*17*	*37.8%*	*517*	*153*	*29.6%*
1999/2000p	*19*	*9*	*47.4%*	*488*	*137*	*28.1%*
Total	*311*	*71*	*22.8%*	*4,171*	*1,020*	*24.5%*

OTHER GRANTS / AUTRES SUBVENTIONS

Year / Année	*App. Dem.*	*Awards Subv.*	*SR/TR #*	*All Research Areas / Tous les domaines de recherche App. Dem.*	*Awards Subv.*	*SR/TR #*
1993/1994	*2*	*0*	*0.0%*	*1,117*	*518*	*46.4%*
1994/1995	*4*	*1*	*25.0%*	*1,032*	*453*	*43.9%*
1995/1996	*9*	*3*	*33.3%*	*1,157*	*756*	*65.3%*
1996/1997	*13*	*7*	*53.8%*	*587*	*343*	*58.4%*
1997/1998	*6*	*2*	*33.3%*	*303*	*196*	*64.7%*
1998/1999	*12*	*7*	*58.3%*	*973*	*566*	*58.2%*
1999/2000p	*2*	*2*	*100.0%*	*51*	*127*	*249.0%*
Total	*48*	*22*	*45.8%*	*5,220*	*2,959*	*56.7%*

HISTORICAL COMPARISON / COMPARAISON HISTORIQUE
ON WOMEN / SUR LES FEMMES
Secondary Research Area being 380 / Domaine de recherche secondaire étant 380
1993-1994 to/à 1999-2000p
ALL GRANTS / TOUTES LES SUBVENTIONS (000:999)

Year / Année	App. Dem.	Awards Subv.	SR/TR #	$Requested* $Demandé*	$Awarded* $Accordé*	SR/TR $	All Research Areas / Tous les domaines de recherche App. Dem.	Awards Subv.	SR/TR #
1993/1994	356	99	27.8%	8,195,687	4,314,041	52.6%	6,696	1,967	29.4%
1994/1995	379	94	24.8%	7,015,006	6,218,998	88.7%	7,028	2,139	30.4%
1995/1996	286	92	32.2%	6,751,031	3,128,547	46.3%	6,807	2,013	29.6%
1996/1997	293	83	28.3%	6,437,302	3,265,534	50.7%	6,370	1,565	24.6%
1997/1998	283	88	31.1%	6,175,433	3,942,930	63.8%	5,916	1,595	27.0%
1998/1999	267	109	40.8%	5,269,959	4,646,477	88.2%	6,128	2,043	33.3%
1999/2000p	185	80	43.2%	4,257,239	3,590,817	84.3%	4,855	1,398	28.8%
Total	2,049	645	31.5%	44,101,657	29,107,344	66.0%	43,800	12,720	29.0%

Notes: All program numbers are compiled on Year of award only, not reflecting actual program year competitions.

'p' : Preliminary data / données préliminaires.
'': Amounts for fellowships are excluded / Exclut les montants accordés pour les bourses*
SR/TR = Success Rate / Taux de réussite

Tables are based on secondary research area = 380 being women /
Les tableaux sont compilés d'après le code 380 = femmes, pour le domaine de recherche secondaire.

Policy, Planning, and International Collaboration, SSHRC - 1999-08-25
Politiques, planification et collaboration internationale, CRSH - 1999-08-25

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Appendix E

Appendix E

Women and Change

Distribution Requests for Funding and Awards, by Research Area, 1993-1994 to 1999-2000.

Research Area	Secondary Research Area, Women = Primary Requests.	Secondary Research Area, Women = Primary Awards	Primary Research Area, Women = Secondary Requests	Primary Research Area, Women = Secondary Awards	Total Requests	Total Awards	Success Rate
Leading Research Areas							
Employ. & Labour	51	19	14	5	65	24	36.9%
Health	28	8	12	8	40	16	40.0%
Education	35	10	15	4	50	14	28.0%
Law & Justice	25	11	6	3	31	14	45.2%
Social Devel. & Welfare	30	10	4	2	34	12	35.3%
SUB-TOTAL	**169**	**58**	**51**	**22**	**220**	**80**	**36.4%**
Relative Weight of Leading Areas	49.7%	52.7%	46.4%	59.5%	50.2%	54.4%	
Other Research Areas							
Management	25	8	10	1	35	9	25.7%
Family	17	6	6	1	23	7	30.4%

Politics & Gov.	8	3	5	4	13	7	53.8%
Arts & Culture	7	3	4	1	11	4	36.4%
Multiculturalism	8	4	0	0	8	4	50.0%
Science & Techno.	12	2	3	1	15	3	20.0%
Children & Youth	5	2	9	1	14	3	21.4%
Indigen. Peoples	4	2	3	1	7	3	42.9%
Poverty	4	3	1	0	5	3	60.0%
Communications	7	1	4	1	11	2	18.2%
Ec. & Reg. Dev.	7	2	0	0	7	2	28.6%
Housing	1	0	4	2	5	2	40.0%
Finance & Money	4	1	0	0	4	1	25.0%
Leisure & Recreation	2	1	0	0	2	1	50.0%
Ethics	1	1	0	0	1	1	100.0%
Energy & Nat. Res.	1	1	0	0	1	1	100.0%
Transport	1	1	0	0	1	1	100.0%
Environment	0	0	1	1	1	1	100.0%
Elderly	3	0	3	0	6	0	0.0%
Intern. Relations	1	0	1	0	2	0	0.0%
Population Studies	0	0	2	0	2	0	0.0%
Literacy	1	0	1	0	2	0	0.0%
Northern Dev.	0	0	0	0	0	0	n.a.
Other	40	11	2	1	44	13	29.5%

SUB-TOTAL	**159**	**52**	**59**	**15**	**218**	**67**	**30.7%**
Relative Weight of Other Areas	48.5%	47.3%	53.6%	40.5%	49.8%	45.6%	
TOTAL	**328**	**110**	**110**	**37**	**438**	**147**	**33.6%**

Source: SSHRC Database

Appendix F

Survey of Partners. Questionnaire

Partenaires de projets de recherche
Guide d'entrevues

J'aimerais commencer l'entrevue aujourd'hui en parlant de la participation de votre organisme au projet qui a été réalisé sous la direction de _____ et qui a bénéficié d'une subvention stratégique du CRSH dans le cadre du volet _____.

1. De quelle façon votre organisme s'est-il retrouvé à participer à cette recherche?

   - Avez-vous remplacé une personne qui participait auparavant à cette recherche?

   - Dans l'affirmative, depuis quand êtes-vous associé à ce projet?

   - Votre organisme avait-il travaillé avec ces chercheurs auparavant?

     Oui ☐ non ☐ incertain(e) ☐

2. Quelles étaient les attentes de votre organisme face à cette participation?

3. Quel rôle votre organisme a-t-il joué dans le cadre de cette recherche?

- Quelle a été la contribution de votre organisme?

- Sur une échelle de 1 à 5, où 1 correspond à AUCUNE PARTICIPATION et 5 à UNE PARTICIPATION TRÈS IMPORTANTE, veuillez préciser le niveau de participation réelle (R) ou prévue (P) de votre organisme à chacun des aspects suivants de la recherche (In = Incertain(e)) :

R☐	P☐ définir des questions de recherche	1	2	3	4	5	In
R☐	P☐ donner accès aux données ou aux personnes interrogées	1	2	3	4	5	In
R☐	P☐ recueillir les données	1	2	3	4	5	In
R☐	P☐ analyser et interpréter les résultats	1	2	3	4	5	In
R☐	P☐ diffuser les résultats de la recherche	1	2	3	4	5	In
R☐	P☐ autres	1	2	3	4	5	In

SI LE PROJET DE RECHERCHE EST TERMINÉ :

4. Quel a été ou quel pourrait être l'apport de cette recherche à votre organisme?

- À votre avis, quels facteurs (favorables ou défavorables) ont influé sur les retombées de cette recherche pour votre organisme?

- Plus précisément, dans quelle mesure la participation de votre organisme a-t-elle influé sur le déroulement et sur les résultats de la recherche?

5. Dans quelle mesure les attentes de votre organisme face à cette participation ont-elles été comblées?

- Croyez-vous que les résultats de cette recherche susciteraient l'intérêt d'autres parties à l'extérieur de votre organisme?

Oui ☐ non ☐ incertain(e) ☐

- Pourquoi?

6. Avez-vous continué ou prévoyez-vous continuer à collaborer avec les membres de l'équipe qui a réalisé le projet?

Oui ☐ non ☐ incertain(e) ☐

- Pourquoi?

7. Avez-vous d'autres commentaires à formuler au sujet du programme ou de l'expérience de votre organisme par rapport au programme?

Genre d'organismes:

☐ organisme gouvernemental ☐ organisme parapublic ☐ organisme privé ☐ organisme université

Appendix G

Appendix G
Standard Research Grants Program
Research Applications and Awards by Adjudication Committee, 1993-1994 to 1999-2000.

COMMITTEE	1993-1994 R.	1993-1994 A.	1994-1995 R.	1994-1995 A.	1995-1996 R.	1995-1996 A.	1996-1997 R.	1996-1997 A.	1997-1998 R.	1997-1998 A.	1998-1999 R.	1998-1999 A.	1999-2000 R.	1999-2000 A.	Total Requests	Total Awards	S/R
Philosophy, etc.	92	46	114	65	106	33	119	37	135	41	115	58	111	52	792	332	41.9%
History	131	46	166	66	149	40	139	37	133	46	112	49	92	37	922	321	34.8%
Fine Arts	63	31	63	42	61	25	61	23	65	26	63	35	58	29	434	211	48.6%
Literatures	154	72	166	70	185	58	160	44	168	62	155	59	171	65	1159	430	37.1%
Linguistics	58	20	68	49	53	20	53	13	66	24	57	28	45	15	400	169	42.3%
Archaeology	40	11	48	17	n.a.	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	88	28	31.8%
Economics	124	50	146	58	140	48	141	43	118	39	120	54	115	52	904	344	38.1%
Sociology, etc.	122	41	137	61	113	36	136	42	154	65	148	63	124	52	934	360	38.5%
Geography	67	28	62	28	63	21	66	20	72	23	73	31	57	25	460	176	38.3%
Psychology	138	45	127	45	140	49	149	45	136	46	164	64	135	64	989	358	36.2%
Political Science, etc.	116	44	136	68	139	50	134	41	152	54	133	60	129	45	939	366	37.0%
Educational Psy., etc.	172	53	193	61	180	43	138	40	130	48	126	49	135	55	1074	349	32.5%
Anthropology	33	13	52	28	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	85	41	48.2%
Management, etc.	144	59	169	79	111	35	137	40	136	49	132	49	124	52	953	363	38.1%
Interdisciplinary	84	40	85	52	53	16	90	30	101	39	96	43	99	48	608	268	44.1%
Societies & Cultures	n.a	n.a	n.a	n.a	73	27	76	23	76	27	58	26	78	40	361	143	39.6%
Educational Admin.	n.a	n.a	n.a	n.a	n.a	n.a	77	22	66	20	59	24	75	28	277	94	33.9%
TOTAL	***1538***	***599***	***1732***	***789***	***1566***	***501***	***1676***	***500***	***1708***	***609***	***1611***	***692***	***1548***	***663***	***11379***	***4353***	***38.3%***

Source: SSHRC Database

Appendix H

Appendix H

Standard Research Grants Program,

Projects about Women, 1997-1998 to 1999-2000 (a Sample)

I- Women and Work

a) Caring Labour

The Integration of Midwife into the Ontario Health Care System: Its Impact on Midwifery Principles and Practices. (1997-2000)

b) Other Professions and Occupations

Being "The Teacher" from Morning to Night: Rural Teachers at Work, at Play and in the Community. (1998-2001)

Du sourire aux larmes: le travail émotif et la santé mentale dans le secteur des services. (1999-2002)

Love, Sex and Everything In Between: Female Prostitutes' Lives in the Private and Public Spheres. (1998-2001)

Schools as "Flexible" Workplaces? Part-Time Employment Arrangements for Alberta Teachers. (1997-2000)

Teaching Sisters in English Canada: Documenting and Analyzing their Engagement in Elementary, Secondary, and Higher Education. (1998-2001)

Women and Economic Restructuring in Canada, 1971-1996. (1997-2000)

c) Inequality and Policy Analysis

Consequences of Workforce Diversity: The Mediating Effects of Personal, Group and Organizational Factors. (1999-2002)

Defining and Resolving Sexual Harassment: Sexual Harassment Complaints, the Canadian Human Rights Commission and Court Decisions. (1997-2000)

De l'effet des stéréotypes de sexe et d'âge sur la situation des femmes sur le marché du travail. (1998-2000)

Male-Female Wage Differentials; Competing Hypotheses within a Search Framework. (1997-2000)

Roles of Equity Change Agents in Canadian Universities; Strategies and Processes of Organizational Change. (1997-2000)

Selecting the Winning Applicant: Gender Effects from Evaluator Bias and Evaluation Context. (1997-2000)

Women's Economic Progress: Lessons from the Canadian Experience. (1999-2002)

d) Work and Family

Women's Paid and Unpaid Work: A Within Family Bargaining Approach. (1998-2001)

Negotiating Patterns of Family Continuity and Change in Multigenerational Families: Ties, Paid Work, and Social Status Within and Across Generations.

e) Work and Health

Gender Issues in the Study of Occupational Health. (1998-2001)

Multiple Demands and Daily Stress Appraisals, Coping, Work Family Strain, and Mood in Working Women. (1999-2002)

f) Education and Training

The Professional Education of Women Engineers in Quebec and Ontario Universities, 1920-1990. (1999-2002)

Women in Science: Career Identities, Aspirations and Choices. (1997-2000)

II- MARGINALIZATION

a) Violence against Women

Exploring the Dynamics of Abusive Lesbian Relationships: Implications for Feminist Theorizing and Social Service Delivery. (1998-2001)

Legal Decision Making in Sexual Assault Trials and the Role of Alcohol Intoxication. (1997-2000)

b) Other Forms of Marginalization/Diversity

Building a Bisexual Discourse: A Narrative Analysis. (1999-2002)

Canadian/Québec Women's Writing: Different Inscriptions; Marian Engel's Notebooks; Writings by Québec Women of Ethnic/Racial Minority Identifications. (1997-2000)

Configurations des réseaux de soutien et trajectoires d'isolement social chez les mères adolescentes de la Montérégie. (1997-2000)

The Dynamic Time Course of Stereotype Activation. (1999-2002)

The "Hindu Woman's Question": Canadian Nation-Building, Discourses of Racial and Social Purity and South Asian-Canadian Women. (1997-2000)

The Making of Subjects: Auto Ethnographies of Lesbians with Disabilities. (1997-2000)

"The Sensation of Moving While Standing Still": Migration and the Reproduction of Guyanese Identities across Place. (1999-2002)

III- OTHER RESEARCH THEMES

a) Health

Eating Disorders at the Intersection of Body and Culture: A Study towards Prevention. (1999-2002)

Further Explorations of the "False Hope Syndrome" in Novice and Veteran Self-Changers. (1998-2000)

Geographies of Women's Health. (1998-2001)

La représentation du féminin dans la littérature du Sida (1980-1996). (1997-2000)

Personality, Stress, and Coping in Postpartum Adjustment of New Parents. (1997-2000)

b) Law and Justice

Le consentement des femmes en matière contractuelle. (1999-2002)

The Legal Construction of Womanhood in Canada: 1900-1950. (1998-2000)

Women in Conflict with the Courts: Ontario, 1920-1960. (1997-2000)

Women's Violence: Gender, Violence and the Criminal Justice Response. (1998-2001)

c) Women and the City

Femmes et aménagement urbain et régional. (1998-2001)

L'Insertion des femmes dans la cité. (1998-2000)

d) Women's Groups and Women's Policy Agencies

Gender and the State: A Comparative Analysis of Women's Policy Agencies. (1997-2000)

The Development of Montreal's Women's Movement. (1999-2002)

e) Feminist Theory

Feminism and Motherhood in Women's Studies: 1976-2001. (1998-2001)

f) Women and Development

Changing Social and Space Relations on Grand Manan Island, in the Context of Economic and Political Change. (1999-2002)

Appendix I

Appendix I

Independent Policy Research Fund: Funded Projects, 1996-1998

1996 - Women's Access to Justice

ADDARIO, Lisa (National Association for Women and the Law), *Getting a Foot in the Door: Women, Civil Legal Aid and Access to Justice*, Ottawa, Status of Women Canada, December 1998.

GOUNDRY, Sandra A., Yvonne PETERS and Rosalind CURRIE (Equality Matters! Consulting), *Family Mediation in Canada: Implications for Women's Equality*, Ottawa, Status of Women Canada, March 1998)

LIPPEL, Katherine and Diane DEMERS, *Access to Justice for Sexual Harassment Victims: The Impact of Béliveau St-Jacques on Female Workers' Rights to Damages*, Ottawa, Status of Women Canada, March 1998.

MIEDEMA, Baukje and Sandra WACHHOLTZ, *A Complex Web: Access to Justice for Abused Immigrant Women in New Brunswick*, Ottawa, Status of Women Canada, March 1998.

1996 - The Canada Health and Social Transfer and its Impacts on Women

CÔTÉ, Denyse, Francine SAILLANT, Marielle TREMBLAY, Nancy GUBERMAN and ASSOCIATION FÉMININE D'ÉDUCATION ET D'ACTION SOCIALE, *Who will be Responsible for Providing Care? The Impact of the Shift to Ambulatory Care and of Social Economy Policies on Quebec Women*, Ottawa, Status of Women Canada, March 1998.

DAY, Shelagh and Gwen BRODSKY, *Women and the Equality Deficit: The Impact of Restructuring Canada's Social Programs*, Ottawa, Status of Women Canada, March 1998.

DOHERTY, Gillian, Martha FRIENDLY, Mab OLOMAN and Julia MATHIEN (Doherty Associates Inc.), *Women's Support, Women'S Work: Child Care in an Era of Deficit Reduction, Devolution, Downsizing and Deregulation*, Ottawa, Status of Women Canada, Marche 1998.

FREILER. Christa, Brigitte KITCHEN and Susan SILVER (Child Poverty Action Group), *Benefiting Canada's Children: Perspectives on Gender and Social Responsibility*, Ottawa, Status of Women Canada, March 1998.

MASUDA, Shirley (DAWN Canada), *The Impact of Block Funding on Women with Disabilities*, Ottawa, Status of Women Canada, March 1998.

SCOTT, Katherine (Canadian Centre for Social Development, Centre for International Statistics), *Women and the CHST: A Profile of Women Receiving Social Assistance in 1994*, Ottawa, Status of Women Canada, March 1998.

1997 - The Integration of Diversity into Policy Research, Development and Analysis

BAKAN, Abigail and Audrey KOBAYASHI, *Employment Equity Policy in Canada: An Interprovincial Comparison*, Ottawa, Status of Women Canada, March 2000.

KENNY, Carolyn, Haike MULLER, Colleen PURDON and Marilyn STRUTHERS, *First Nations Women Speak About Diminishing Coflicts Between their Cultural Context and their Educational/Work Context*, Ottawa, Status of Women Canada. (Anticipated completion date, June 2000)

KINAP'ESKW CONSULTING GROUP, *Health Issues for Aboriginal Women in Urban Centres in the Maritime Provinces*, Ottawa, Status of Women Canada. (Anticipated completion date, April 2000)

RANKIN, Pauline and Jill VICKERS, *Integrating Diversity in Policy Research within a Globalizing and Decentralizing Federation*, Ottawa, Status of Women Canada. (Anticipated completion date, May 2000)

RUTMAN, Deborah, Marilyn CALLAHAN *et al.*, *Substance Use and Pregnancy: Conceiving Women in the Policy Making Process*, Ottawa, Status of Women Canada, August 2000.

TABLE FÉMINISTE FRANCOPHONE DE CONCERTATION PROVINCIALE DE L'ONTARIO (Andrée CÔTÉ), *Who Takes the Country - The Impact of Sponsorship on the Rights to Equality of Immigrant Francophone Women*, Ottawa, Status of Women Canada. (Anticipated completion date, May 2000)

1997 - The Changing Role of the State, Women's Paid and Unpaid Work, and Women's Vulnerability to Poverty

BAKKER, Isabella, *Unpaid Work and Macroeconomics: New Discussions, New Tools for Action*, Ottawa, Status of Women Canada, August 1998.

BUCHANAN, Ruth M., *Gender on the Line: Restructuring and Regulatory Competition in the Call Centre Industry*. (Anticipated completion date, february 2000)

INRS - CULTURE ET SOCIÉTÉ and ASSOCIATION DES FEMMES AUTOCHTONES DU QUÉBEC, *Policy, Work and Employability Among Native Women.* (Anticipated completion date, April 2000)

LIPPEL, Katherine, Lucie LAMARCHE, Diane DEMERS and Stephanie BERNSTEIN, *When Women Work at Home for Pay: The Canadian Legislative Framework.* (Anticipated completion date, May 2000)

RELAIS FEMMES, *Social Profitability vs. Economic Profitability: Economic Social Practices. Toward a Redefinition of Relations Between the Women's Movement and the State.* (Anticipated completion date, July 2000)

THE ROEHER INSTITUTE, *Disability-Related Support Arrangements, Policy Options and Implications for Women's Equality.* (Anticipated completion date, May 2000)

YANZ, Lynda, Bob JEFFCOTT, Deena LADD and Joan ATLIN (Maquila Solidariaty Network (Canada)), *Policy Options to Improve Standards for Women Garment Workers in Canada and Internationally*, Ottawa, Status of Women Canada, January 1999.

1997 - Custody and Access

BAILEY, Martha J. and Michelle GIROUX, *Relocation of Custodial Parents*, Ottawa, Status of Women Canada, March 1998.

BALA, Nicholas M.C., Lorne D. BERRAND, Joanne J. PAETSCH, Bartha Maria KNOPPERS, Joseph P. HORNICK, Jean-François NOEL, Lorraine BOUDREAU, Susan W. MIKLAS, *Spousal Violence in Custody and Access Disputes: Recommendations for Reform*, Ottawa, Status of Women Canada, March 1998.

1997 - Reducing Women's Poverty: Policy Options, Directions and Frameworks

CANADIAN CENTRE FOR POLICY ALTERNATIVES - BC (E. Jane PULKINGHAM and Gordon W. TERNOWETSKY), *Reducing Women's Poverty: Policy Options, Directions and Frameworks.* (Anticipated completion date, February 2001)

CANADIAN COUNCIL ON SOCIAL DEVELOPMENT (Katherine SCOTT, Jean KUNZ and Spyridoula TSOUKALAS), *The Dynamics of Women's Poverty.* (Anticipated completion date, March 2000)

CANADIAN HOUSING AND RENEWAL ASSOCIATION (Sharon CHISOLM, Laura C.

JOHNSON, Allison RUDDOCK and Leslie STERN), *The Connexion, Potential and reaal, between Housing and Women's Employability*. (Anticipated completion date, March 2000)

CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN, *The Changing Nature of Home-care and its Impact on Women's Vulnerability to Poverty*, Ottawa, Status of Women Canada, November 1999.

CONSEIL D'INTERVENTION POUR L'ACCÈS DES FEMMES AU TRAVAIL DU QUÉBEC (Thérèse Ste-Marie, Daina GREEN, Jeannine MCNEIL, Marie-Chantal GIRARD and Claudine BIENVENU), *Pay Equity: Does it Apply to Non-unionized Female Workers?* (Anticipated completion date, April 2000)

DAVIES, Lorraine, Julie Ann MCMULLIN and William R. AVISON, *Social Policy, Gender Inequality and Poverty*. (Anticipated completion date, August 2000)

FAST, Janet, *The Hidden Costs of Informal Eldercare: The National Policy Agenda and the Economic Status of Caregivers*. (Anticipated completion date, May 2001)

MOREL, Sylvie, *The Relationship between Rights and Duty as it Pertains to Women and the Welfare State in Canada and Quebec*. (Anticipated completion date, May 2001)

TOWNSON, Monica, *Reducing Poverty Among Older Women: The Potential of Retirement Incomes Policies*, Ottawa, Status of Women Canada, ?August 2000?

1997 - Factoring Diversity into Policy Analysis and Development: New Tools, Frameworks, Methods and Applications

ARCHIBALD, Linda and Mary CRNKOVICH, *If Gender Mattered: A Case Study of Inuit Women, Land Claims and the Voisey's Bay Nickel Project*, Ottawa, Status of Women Canada, November 1999.

COMMUNITY SOCIAL PLANNING COUNCIL OF GREATER VICTORIA (Marge TEISMA-STREET, Josie SCHOFIELD and Brishkai LUND), *Urban Policy Options for Meeting the Housing Needs of Women Living in Poverty in Four Canadian Cities*. (Anticipated completion date, September 2000)

DOE, Tanis and Sally KIMPSON, *Enabling Income: CPP Disability Benefits and Women with Disabilities*, Ottawa, Status of Women Canada, October 1999.

HANNAH-MOFFAT, Kelly and Margaret SHAW, *Risk Assessment/Management and its Implications for Marginalized Women in Canadian Corrections*. (Anticipated completion date, November 2000)

1998 - Women and the Canadian Tax System

FREILER, Christa, Brigitte KITCHEN and Felicite STAIRS, *Women as Mothers, Women as Workers: Caring for Children and the Tax System*. (Anticipated completion date, August 2000)

YOUNG, Claire, *The Impact on Women of Delivering Social Programs Through the Tax System*. (Anticipated completion date, August 2000)

1998 - The Intersection of Gender and Sexual Orientation: Implications of Policy Changes for Women in Lesbian Relationships

DEMCZUK, Irène, Michèle CARON, Ruth ROSE and LA COOPÉRATIVE CONVERGENCE, *Legal Recognition of Same-Sex Couples: a Feminist Analysis of Needs, Models and their Major Social, Economic and Legal Impacts for Women in Lesbian Relationships*. (Anticipated completion date, December 2000)

LAHEY, Kathleen, *Alternative Visions of Lesbian Family*. (Anticipated completion date, December 2000)

1998 - Trafficking in Women: the Canadian Dimension

GLOBAL ALLIANCE AGAINST TRAFFIC IN WOMEN (Jyoti SANGHERA, Annalee GOLZ, Noulmook SUTDHIBHASILP, Sunera THOBANI and Vacharartai BOONTINAND), *Comprehensive Profile of Women Trafficked To, From and Within Canada*. (Anticipated completion date, December 2000)

LANGEVIN, Louise and Marie-Claire BELLEAU, *Trafficking in Women in Canada: a Critical Analysis of the Legal Framework for Mail-Order Marriages and Immigrant Domestic Workers*. (Anticipated completion date, March 2001)

MCDONALD, Lynn, *Migrant Sex Trade Workers from Eastern Europe adn teh Former Soviet Union: The Canadian Case*. (Anticipated completion date, December 2000)

PHILIPINE WOMEN CENTRE (Cecilia DIOCSON and Luningning ALCUITAS-IMPERIAL), *Canada: the New Frontier for Filipino Mail-Order Brides*. (Anticipated completion date, December 2000)

1999 - Women and the Canadian Human Rights Act

(N.B. The following research reports were published in: Women and the Canadian Human Rights Act: A Collection of Policy Research Reports, Ottawa, Status of Women Canada, October 1999.

DAY, Shelagh and Gwen BRODSKY, *Women's Economic Inequality and the Canadian Human Rights Act.*

GRESCHNEER, Donna and Mark PRESCOTT, *Should the CHRA Mirror the Charter?*

JACKMAN, Martha and Bruce PORTER, *Women's Substantive Equality and the Protection of Social and Economic Rights under the Canadian Human Rights Act.*

WELSH, Sandy, Myrna DAWSON and Elizabeth GRIFFITHS, *Sexual Harassment Complaints and the Canadian Human Rights Commission.*